

WORKFORCE NEEDS ASSESSMENT IOWA WORKFORCE DEVELOPMENT REGION 12 RELEASED 2019

CHEROKEE, IDA, MONONA,
PLYMOUTH AND WOODBURY COUNTIES



Counties within Iowa Workforce Development Region 12 included within this analysis:

- *Cherokee*
- *Ida*
- *Monona*
- *Plymouth*
- *Woodbury*

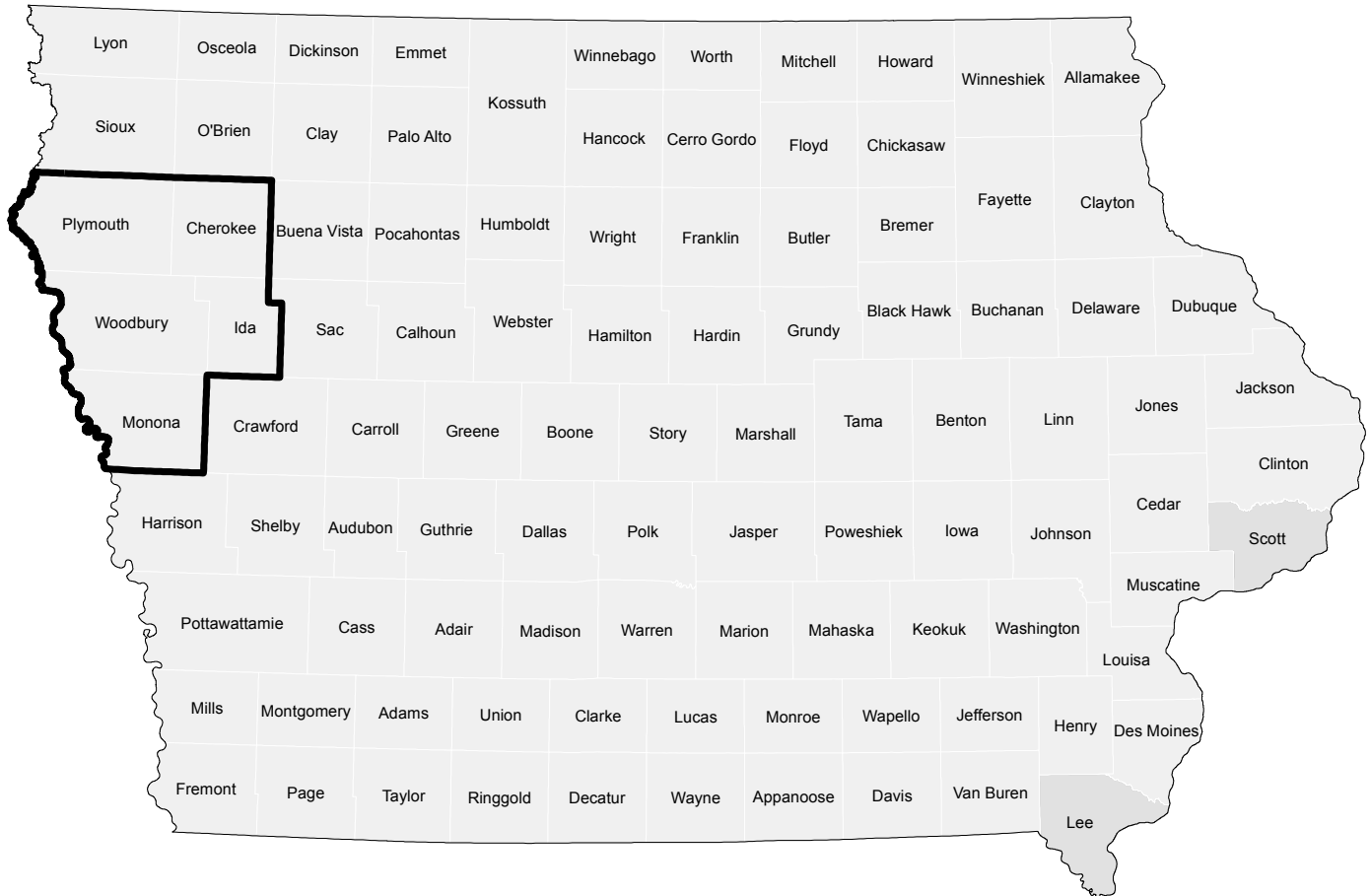


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Note: Sections marked as “Insufficient Data to Report” did not receive enough survey responses to allow for reporting.

2018 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



INTRODUCTION

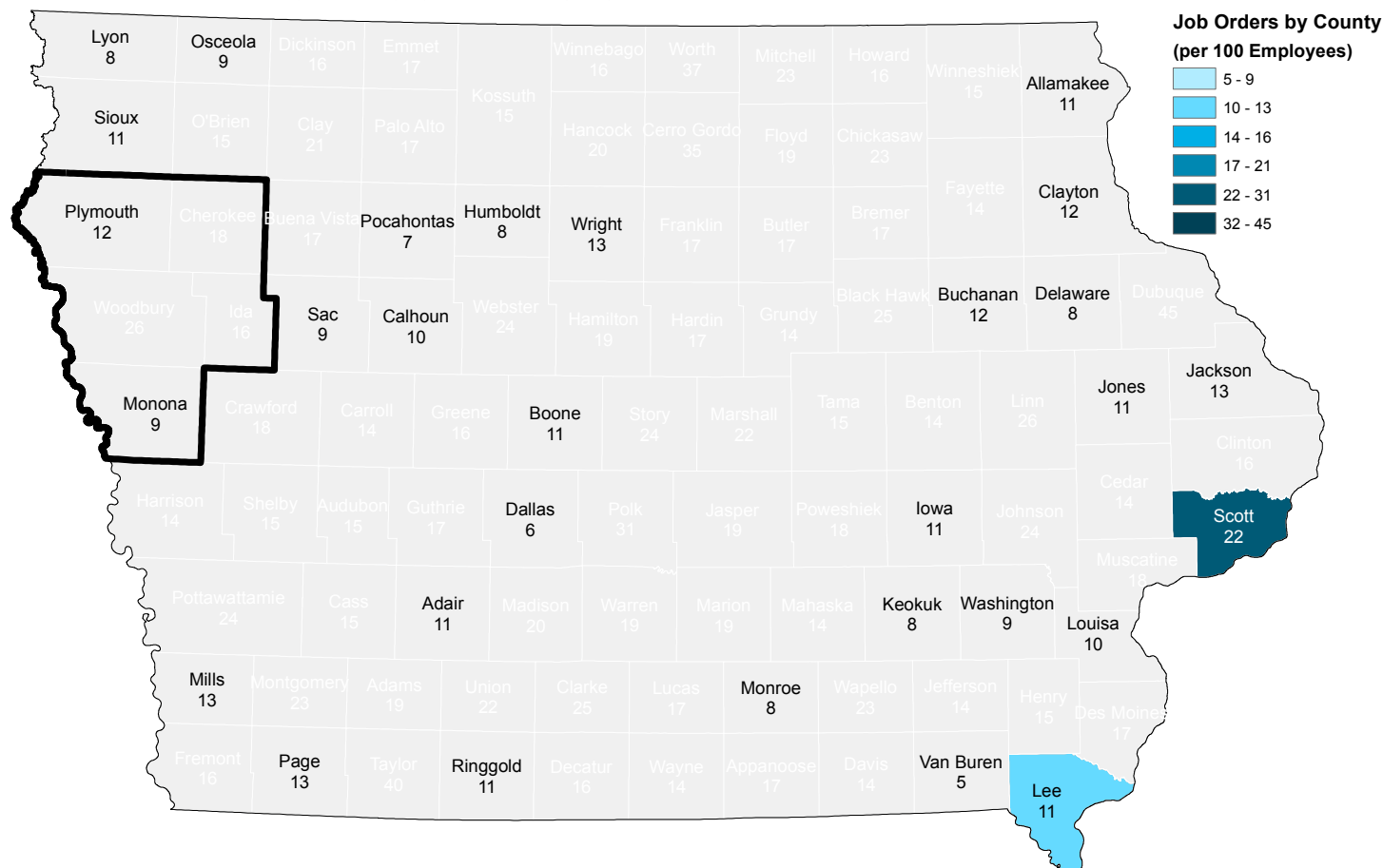
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the Employment Benefit Analysis. The results of the survey were analyzed on both a statewide and regional basis.

Beginning in July 2018, 1,782 employers operating 2,194 locations in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 682 responses, yielding a 38.3 percent response rate.



VACANCY ESTIMATES

Number of Job Orders by County (per 100 Employees)*

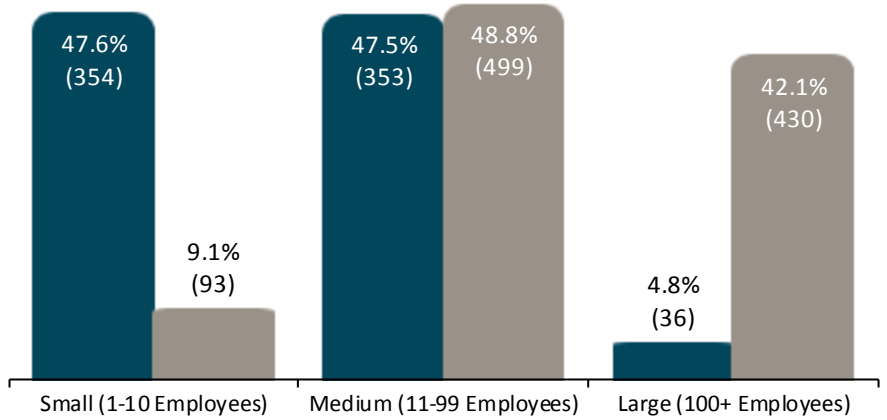


Iowa Workforce Development Job Bank
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Total Reported Job Orders Per County / Average Employment Per County)*100



Reported Job Vacancies by Workplace Size

■ Share of Survey Respondents ■ Share of All Reported Job Vacancies



32.7%
Of Respondents
Reported Current
Job Vacancies

**We're
HIRING**

Total Number of Job Orders by Occupational Category

	Total Job Orders ¹	Percent of Total Job Orders ¹	Entry Wage ²	Average Wage ²	Projected Annual Openings ³
Sales & Related	2,336	15.4%	\$8.90	\$16.23	1,350
Transportation & Material Moving	1,881	12.4%	\$11.35	\$17.74	990
Healthcare Practitioner & Technical	1,684	11.1%	\$16.67	\$34.56	330
Office & Administrative Support	1,549	10.2%	\$10.98	\$16.51	1,210
Production	1,355	8.9%	\$12.26	\$18.47	975
Food Preparation & Serving Related	976	6.4%	\$8.35	\$10.31	1,335
Management	802	5.3%	\$23.11	\$45.24	695
Installation, Maintenance & Repair	735	4.8%	\$14.36	\$22.50	450
Healthcare Support	589	3.9%	\$10.57	\$14.44	310
Construction & Extraction	526	3.5%	\$14.75	\$22.38	745
Business & Financial Operations	480	3.2%	\$15.87	\$27.32	270
Architecture & Engineering	432	2.8%	\$19.17	\$33.68	50
Building & Grounds Cleaning & Maintenance	408	2.7%	\$9.70	\$13.43	450
Computer & Mathematical Science	338	2.2%	\$18.20	\$30.60	55
Community & Social Services	307	2.0%	\$11.45	\$19.53	250
Arts, Design, Entertainment, Sports & Related	197	1.3%	\$8.85	\$16.69	125
Protective Service	192	1.3%	\$10.29	\$20.43	170
Life, Physical & Social Science	127	0.8%	\$16.35	\$25.66	40
Personal Care & Service	122	0.8%	\$8.84	\$12.98	480
Education, Training & Library	69	0.5%	\$11.98	\$22.44	475
Farming, Fishing & Forestry	56	0.4%	\$13.00	\$16.71	160
Legal	23	0.2%	\$18.39	\$32.52	30

¹Iowa Workforce Development Job Bank
²Iowa Wage Report - Iowa Workforce Development
³Iowa's Long-Term Occupational Projections - Iowa Workforce Development



VACANCY ESTIMATES

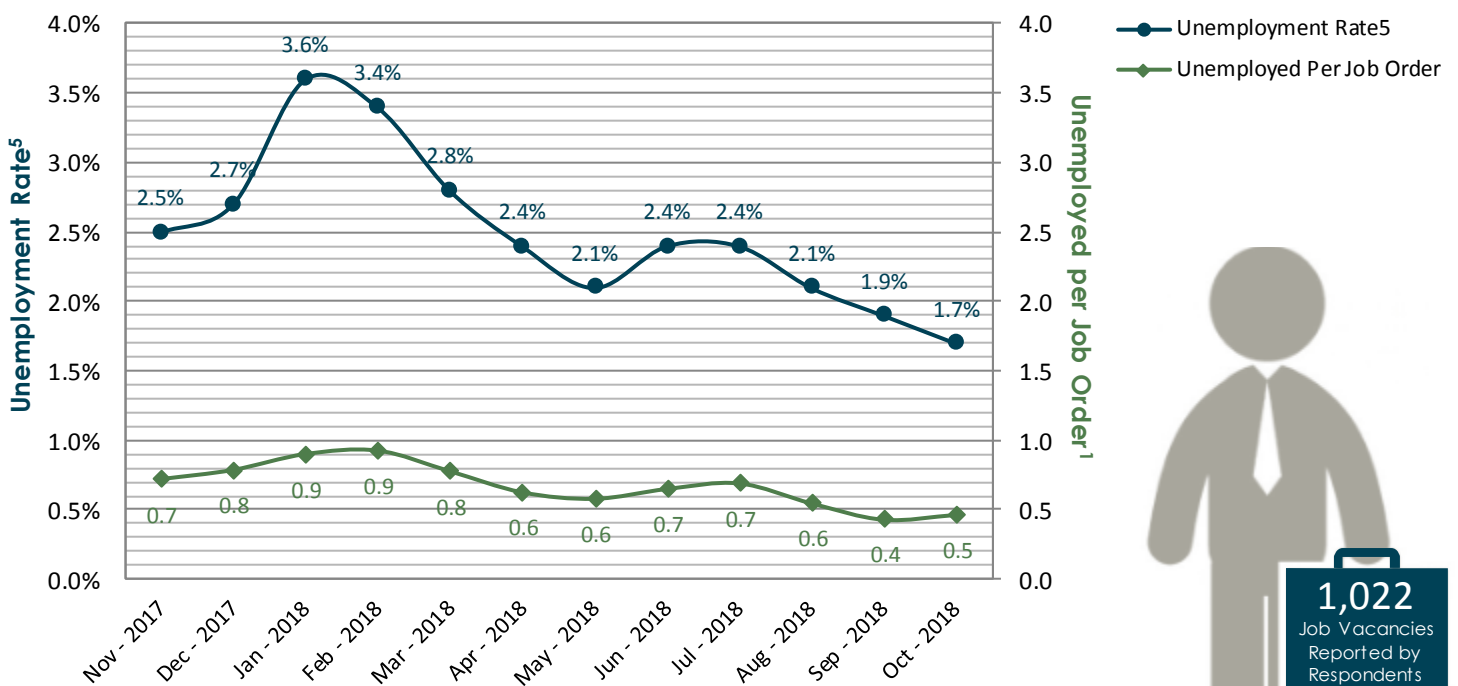
Vacancy Rate by Industry

	Employment ⁴	Estimated Vacancies	*Vacancy Rate	New Hire Wage ⁴	Projected Annual Openings ³
Administrative & Waste Services	3,538	702	19.8%	\$9.98	67
Construction	3,760	254	6.8%	\$18.62	99
Transportation & Warehousing	3,212	191	5.9%	\$17.38	54
Arts, Entertainment & Recreation	1,176	33	2.8%	\$7.32	5
Professional & Technical Services	1,188	32	2.7%	\$19.35	16
Accommodation & Food Services	6,636	133	2.0%	\$5.75	54
Health Care & Social Assistance	10,737	210	2.0%	\$13.55	160
Wholesale & Retail Trade	12,133	247	2.0%	\$9.34	59
Manufacturing	10,563	183	1.7%	\$23.06	29
Personal Services	2,038	29	1.4%	\$8.48	21
Management	903	10	1.1%	\$18.15	20
Public Administration	3,070	27	0.9%	\$12.69	-2
Agriculture, Forestry, Fishing & Mining	594	3	0.5%	\$15.16	9
Educational Services	4,735	26	0.5%	\$10.16	42
Finance, Insurance & Real Estate	2,344	7	0.3%	\$14.70	26
Information	719	2	0.3%	\$13.93	-6
Utilities	419	0	0.0%	\$23.48	1

³Iowa's Long-Term Industry Projections - Iowa Workforce Development
⁴Longitudinal Employer-Household Dynamics - United States Census Bureau
⁵Insufficient data to report

*Vacancy Rate calculations can be found in the Methodology

Number of Unemployed Persons per Job Order



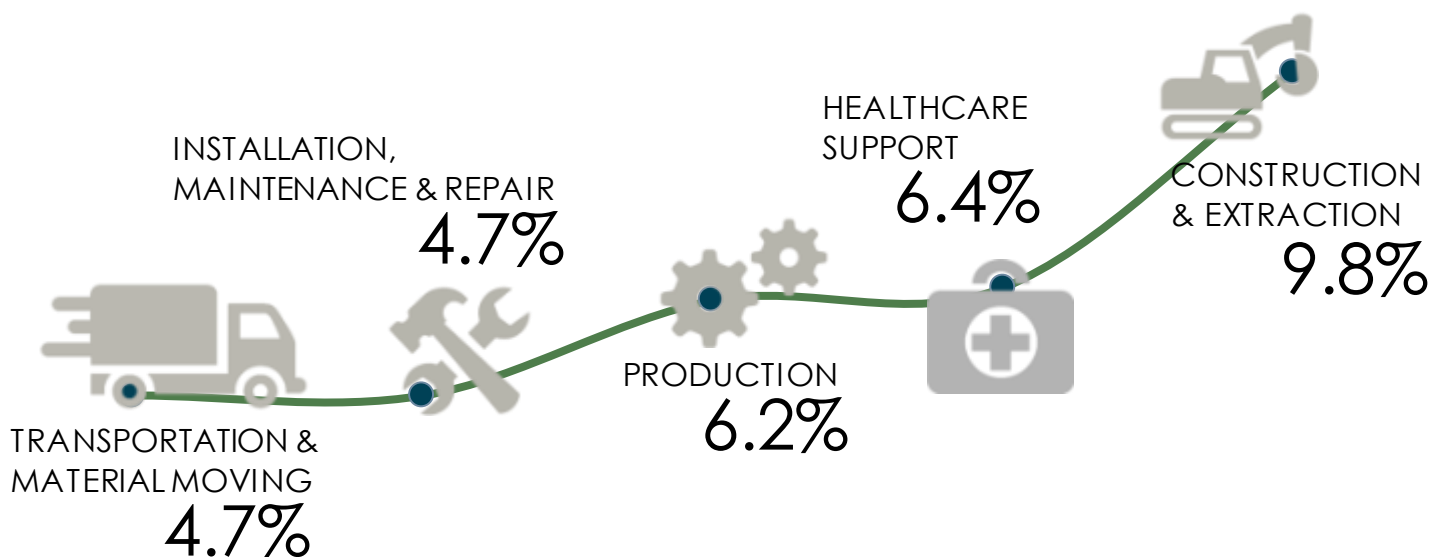
¹Iowa Workforce Development Job Bank
⁵Local Area Unemployment Statistics - Iowa Workforce Development (Data as of November 1, 2018, Numbers Not Seasonally Adjusted)



Vacancy Rate by Occupational Category

	Employment ²	Estimated Vacancies	*Vacancy Rate	Entry Wage ²	Projected Annual Openings ³
Construction & Extraction	3,740	368	9.8%	\$14.75	745
Healthcare Support	1,850	119	6.4%	\$10.57	310
Production	7,240	446	6.2%	\$12.26	975
Installation, Maintenance & Repair	3,390	160	4.7%	\$14.36	450
Transportation & Material Moving	6,510	304	4.7%	\$11.35	990
Food Preparation & Serving Related	7,580	205	2.7%	\$8.35	1,335
Protective Service	1,220	33	2.7%	\$10.29	170
Business & Financial Operations	2,070	49	2.4%	\$15.87	270
Architecture & Engineering	490	11	2.3%	\$19.17	50
Personal Care & Service	2,220	43	1.9%	\$8.84	480
Building & Grounds Cleaning & Maintenance	2,470	38	1.6%	\$9.70	450
Computer & Mathematical Science	480	7	1.4%	\$18.20	55
Sales & Related	7,580	93	1.2%	\$8.90	1,350
Legal	330	4	1.1%	\$18.39	30
Healthcare Practitioner & Technical	4,650	48	1.0%	\$16.67	330
Management	3,260	33	1.0%	\$23.11	695
Education, Training & Library	4,920	32	0.6%	\$11.98	475
Farming, Fishing & Forestry	510	3	0.6%	\$13.00	160
Life, Physical & Social Science	280	2	0.6%	\$16.35	40
Office & Administrative Support	10,240	66	0.6%	\$10.98	1,210
Arts, Design, Entertainment, Sports & Related	710	2	0.3%	\$8.85	125
Community & Social Services	1,300	3	0.2%	\$11.45	250

²Iowa Wage Report - Iowa Workforce Development
³Iowa's Long-Term Occupational Projections - Iowa Workforce Development
 **Insufficient data to report
 *Vacancy Rate calculations can be found in the Methodology



TOP VACANCY RATES



VACANCY ESTIMATES

HIGH DEMAND OCCUPATIONS



Top Reported Total Job Orders

	Total Job Orders ¹	Entry Wage ²	Average Wage ²
First-Line Supervisors of Retail Sales Workers	742	\$12.27	\$20.09
Retail Salespersons	728	\$8.56	\$14.06
Heavy and Tractor-Trailer Truck Drivers	572	\$14.08	\$20.65
Cashiers	427	\$8.19	\$10.14
Stock Clerks and Order Fillers	421	\$10.45	\$14.95
Laborers and Freight, Stock, and Material Movers, Hand	399	\$10.37	\$14.82
Registered Nurses	381	\$20.49	\$25.53
Production Workers, All Other	338	\$8.96	\$13.08
Customer Service Representatives	295	\$11.61	\$15.84
Combined Food Preparation and Serving Workers, Including Fast Food	262	\$8.35	\$9.55
First-Line Supervisors of Production and Operating Workers	250	\$19.68	\$29.47
First-Line Supervisors of Food Preparation and Serving Workers	223	\$10.48	\$15.17
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	219	\$9.94	\$12.99
Light Truck or Delivery Services Drivers	209	\$11.23	\$16.70
Food Service Managers	207	\$13.88	\$21.98
Nursing Aides, Orderlies, and Attendants	199	**	**
Helpers--Production Workers	193	\$12.38	\$15.17
Driver/Sales Workers	190	\$8.60	\$14.36
First-Line Supervisors of Office and Administrative Support Workers	155	\$16.07	\$23.95
Automotive Service Technicians and Mechanics	145	\$13.19	\$19.45
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle	137	**	**
Accountants and Auditors	124	\$18.97	\$28.49
Construction Laborers	124	\$12.66	\$16.83
Social and Human Service Assistants	124	\$12.24	\$17.27
Licensed Practical and Licensed Vocational Nurses	121	\$16.17	\$18.59
Welders, Cutters, Solderers, and Brazers	118	\$16.29	\$19.44
Tellers	115	\$10.25	\$12.52
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	108	\$8.27	\$9.45
Maintenance and Repair Workers, General	108	\$13.42	\$19.14
Healthcare Support Workers, All Other	105	\$11.11	\$15.43

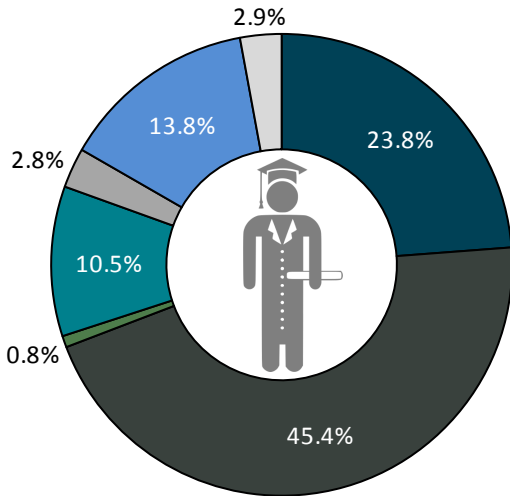
¹Iowa Workforce Development Job Bank
²Iowa Wage Report - Iowa Workforce Development
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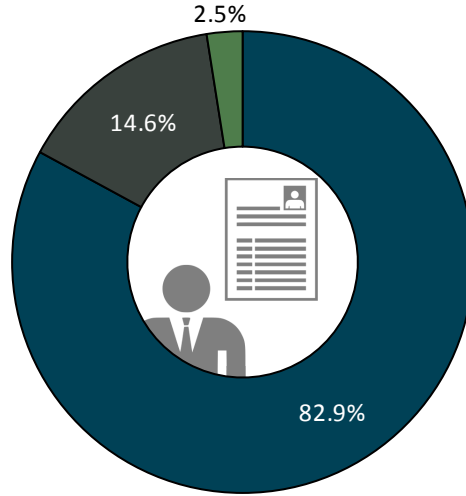
EDUCATION & EXPERIENCE REQUIREMENTS

Education and experience levels required and on-the-job training for the job orders (15,893 total) within the Iowa Workforce Development job bank are shown below. These requirements are based on the typical levels needed to enter an occupation according to data reported by the Bureau of Labor Statistics and does not reflect expected levels indicated by survey respondents.

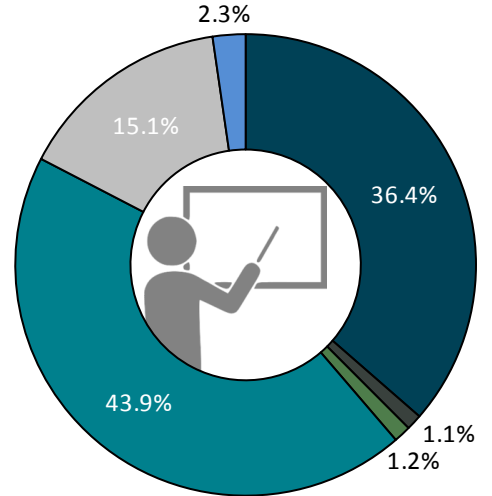
Education Requirements - Total Job Orders



Experience Requirements - Total Job Orders



On-The-Job Training - Total Job Orders



- No Formal Educational Credential - 23.8%
- High School Diploma or Equivalent - 45.4%
- Some College, No Degree - 0.8%
- Postsecondary Non-Degree Award - 10.5%
- Associate Degree - 2.8%
- Undergraduate Degree - 13.8%
- Postgraduate/Professional Degree - 2.9%

- No Experience Required - 82.9%
- Less than 5 Years - 14.6%
- 5 Years of More - 2.5%

- None - 36.4%
- Apprenticeship - 1.1%
- Internship/Residency - 1.2%
- Short-term on-the-job training - 43.9%
- Moderate-term on-the-job training - 15.1%
- Long-term on-the-job training - 2.3%



PERCEPTION OF APPLICANTS

Employers that responded to the survey were asked their perceptions on the degree to which job applicants possessed basic, occupational and interpersonal skills.

Workforce gaps can be determined by comparing the inventory of skills needed by employers (via the Workforce Needs Assessment Survey) and those skills held by the population of workers as presented in a Laborshed analysis. This gap can then be analyzed and the necessary training and education programs can be formalized through a Skillshed analysis.

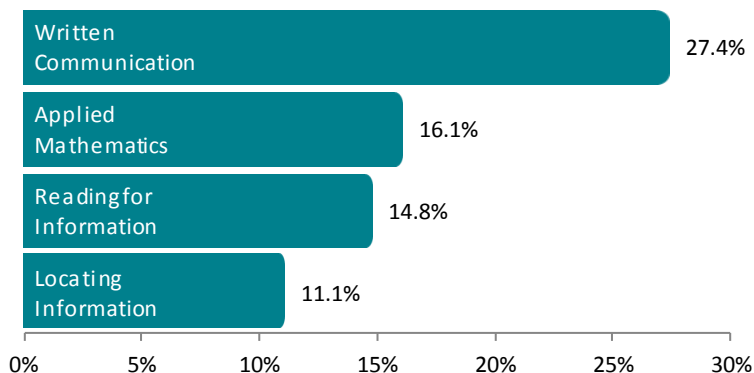
Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	8.0%	14.8%	40.1%	27.5%	9.6%
Applicants possess the basic skills required for the job.	3.0%	10.1%	36.0%	33.5%	17.4%
Applicants possess the hard, or occupational, skills for the job.	9.6%	19.4%	37.8%	23.4%	9.8%
Applicants possess the soft, or interpersonal, skills for the job.	5.0%	18.3%	42.0%	24.6%	10.1%



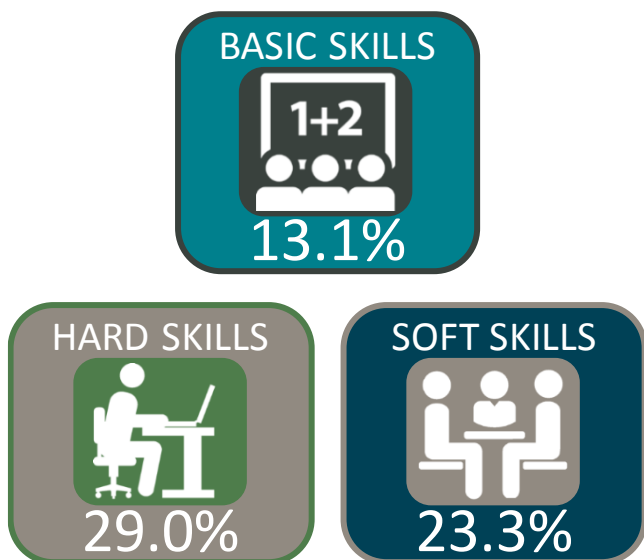
PERCEPTION OF APPLICANTS

Basic Skills Lacking in Applicants

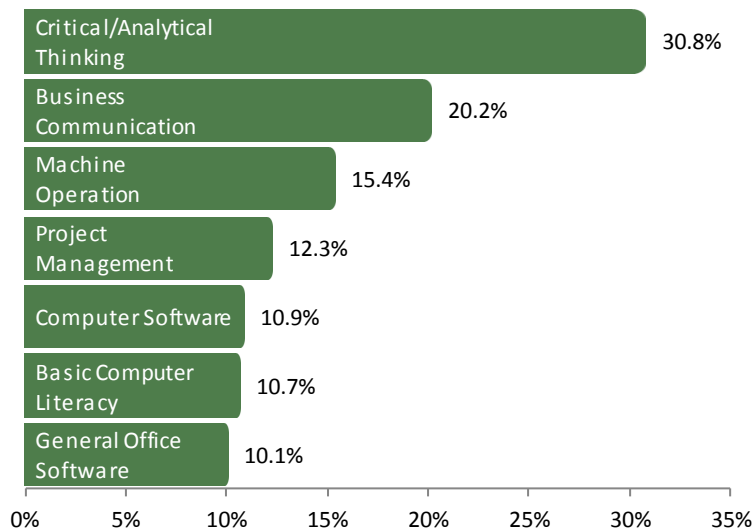


Basic skills are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the National Career Readiness Certificate testing program, provides a means to benchmark and certify applicants' skills in Applied Mathematics, Reading for Information and Locating Information. For more information on Skilled Iowa visit www.skillediowa.org.

Percentage of Employers That Perceive A Lack of Skills Among Applicants Across All Categories

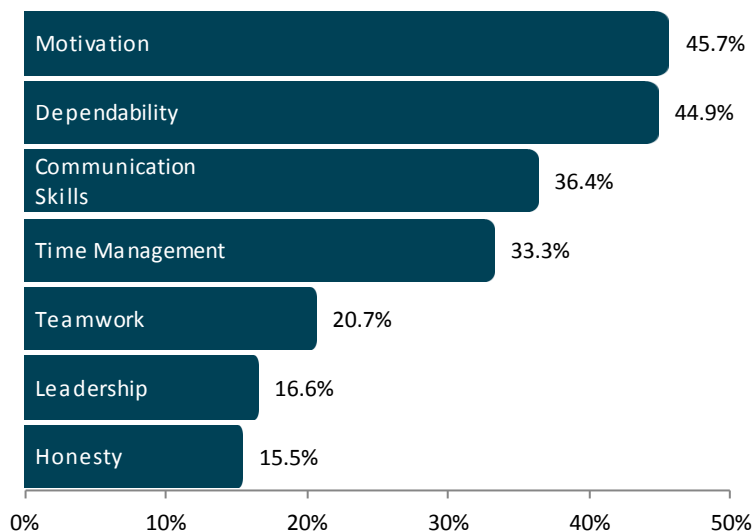


Occupational "Hard" Skills Lacking in Applicants



Occupational "hard" skills are the technical and know-how skills that apply directly to a job. In general, occupational skills include analytical skills, managerial ability, physical ability, knowledge and experience. The exact definition of these skills varies, depending on the job in question.

Interpersonal "Soft" Skills Lacking in Applicants



Interpersonal "soft" skills are skills associated with an individual's habits, personality and character. Soft skills include timeliness, responsibility, integrity and self-esteem. Also included are interpersonal skills such as leadership, customer service and teamwork. Individuals with strong soft skills are, generally, well suited to working with others.



TRAINING & CERTIFICATES

In the event that current or newly hired employees are lacking the basic, occupational or soft skills necessary to fill current job vacancies, employers were asked where they send employees to upgrade these skills. Over four-fifths (80.4%) of employers indicated that they offer employee training.

Where Additional Training is Offered

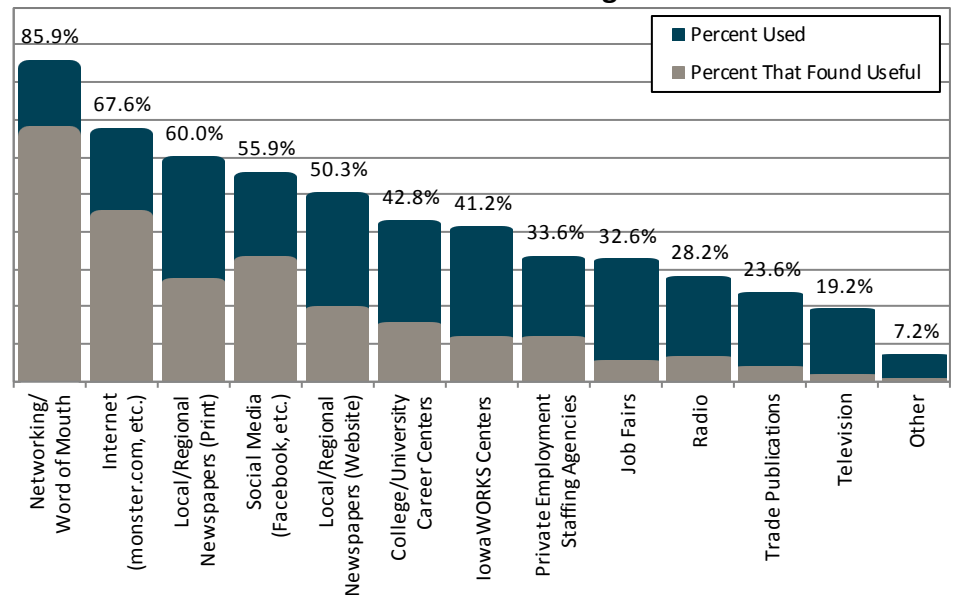
	Percent Offered
In-House Training	64.1%
Online Training	26.0%
Employee Self-Directed Training	19.8%
Commercial Training Provider	15.8%
Other	7.2%
Trade School	5.7%
College/University	4.7%



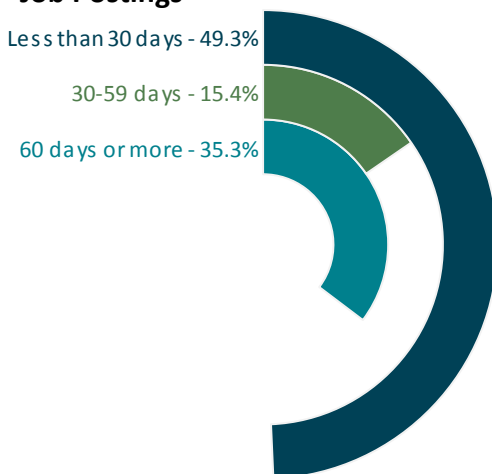
RECRUITMENT & ADVERTISING

Understanding and utilizing job search resources will provide employers with a more focused and effective recruitment tool. Residents are exposed to numerous sources by which employers communicate job openings and new hiring. Therefore, it is important to understand what sources potential workers rely on when looking for jobs.

Job Advertising Utilization & Usefulness



Recruitment Period for Job Postings



The time span from when a job posting opens to when it closes is referred to as the recruitment period. The figure to the left details the length of time between when a job order is opened in IWD's job bank and when it is closed.

A mismatch in advertising outlets versus job search usage can increase recruitment time periods and cost. Information on employee job search resource usage can be found in the Statewide Laborshed report which can be found here: www.iowaworkforcedevelopment.gov/laborshed.



RECRUITMENT & ADVERTISING

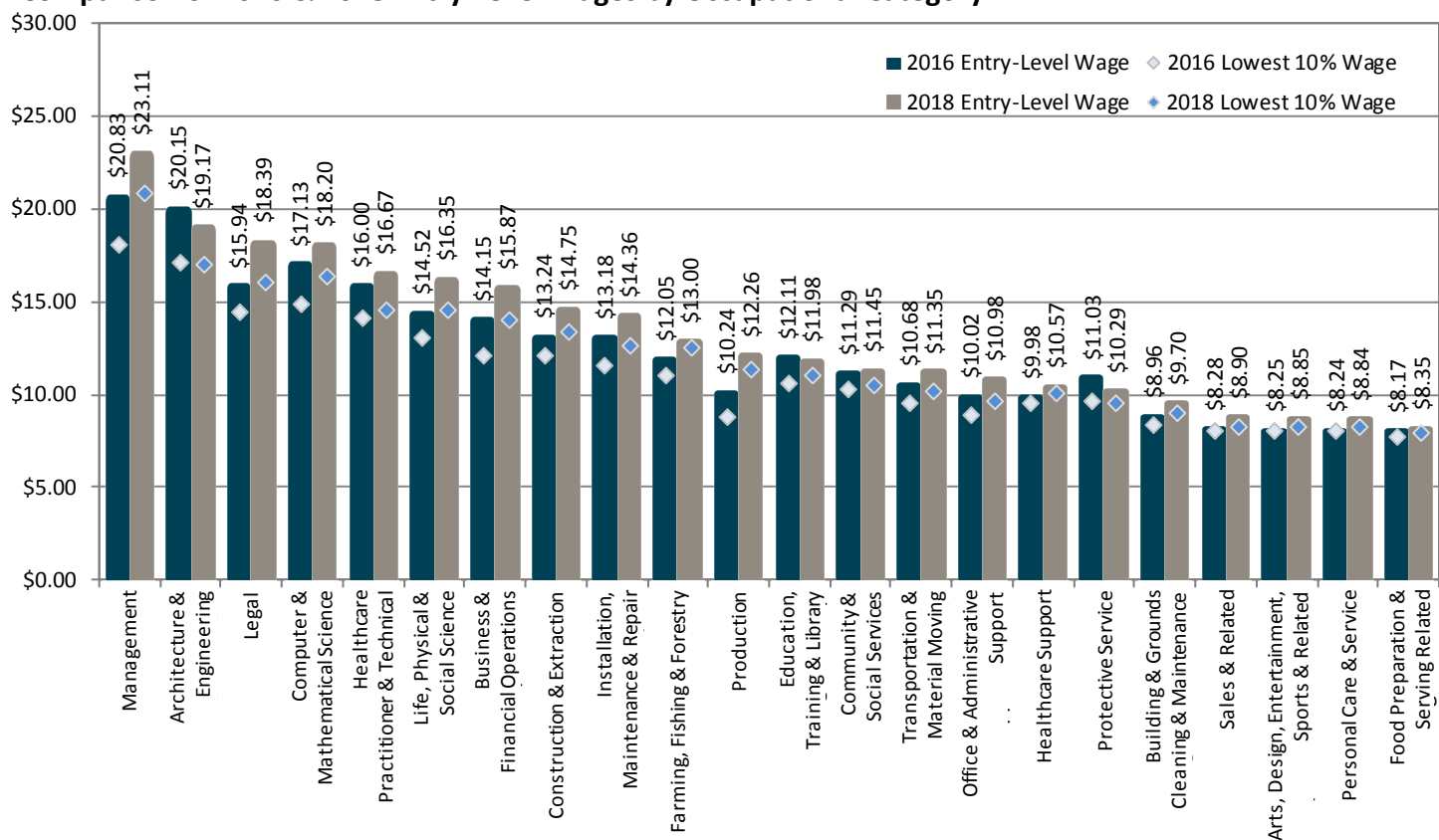
Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	38.9%	17.6%	31.6%	8.7%	3.2%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	45.0%	15.3%	30.8%	7.1%	1.8%
Businesses have difficulty filling a position due to a general lack of applicants.	13.3%	10.4%	27.0%	26.7%	22.6%
Businesses have difficulty filling a position due to a lack of qualified applicants.	10.1%	7.1%	30.3%	29.0%	23.5%
Businesses have difficulty filling a position due to local competition.	22.2%	15.4%	37.2%	16.9%	8.3%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	26.7%	19.1%	35.7%	12.2%	6.3%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	19.1%	18.4%	35.4%	20.2%	6.9%
Businesses have difficulty filling a position due to the type of work involved.	22.7%	13.7%	36.3%	19.8%	7.5%
Businesses have difficulty filling a position due to the hours or shifts offered.	36.1%	15.2%	34.0%	10.8%	3.9%



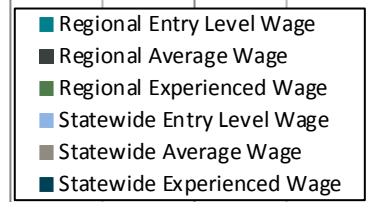
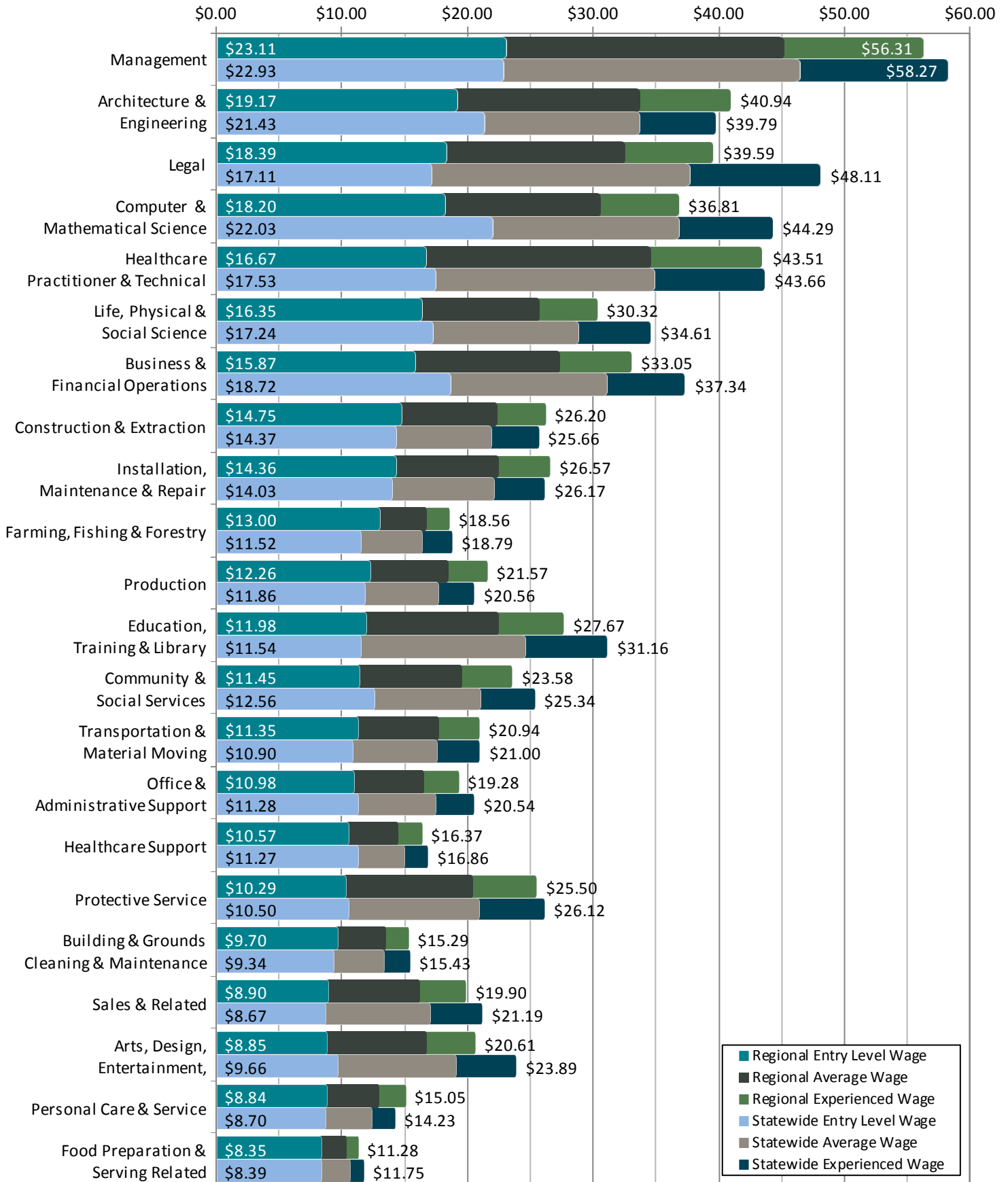
WAGES

Comparison of 2016 & 2018 Entry-Level Wages by Occupational Category



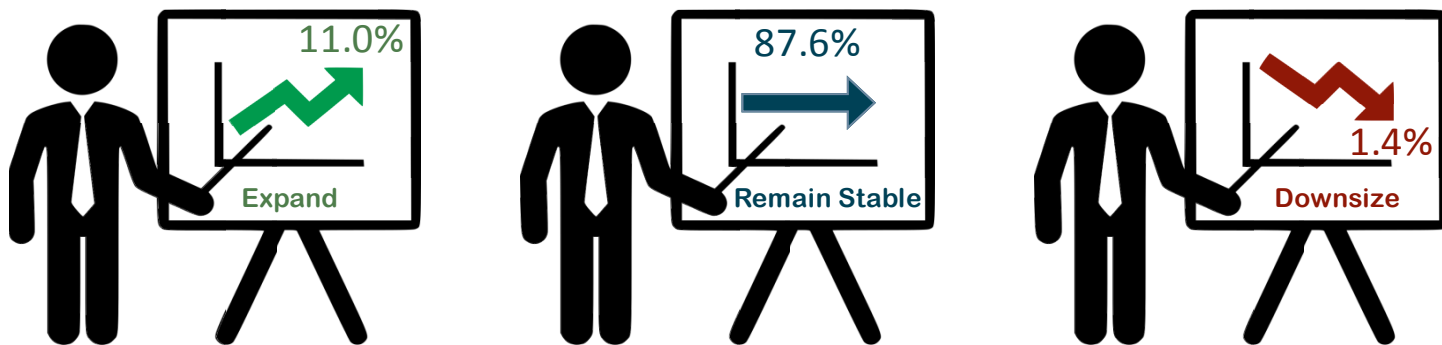


Comparison of 2018 Wage Levels by Occupational Category





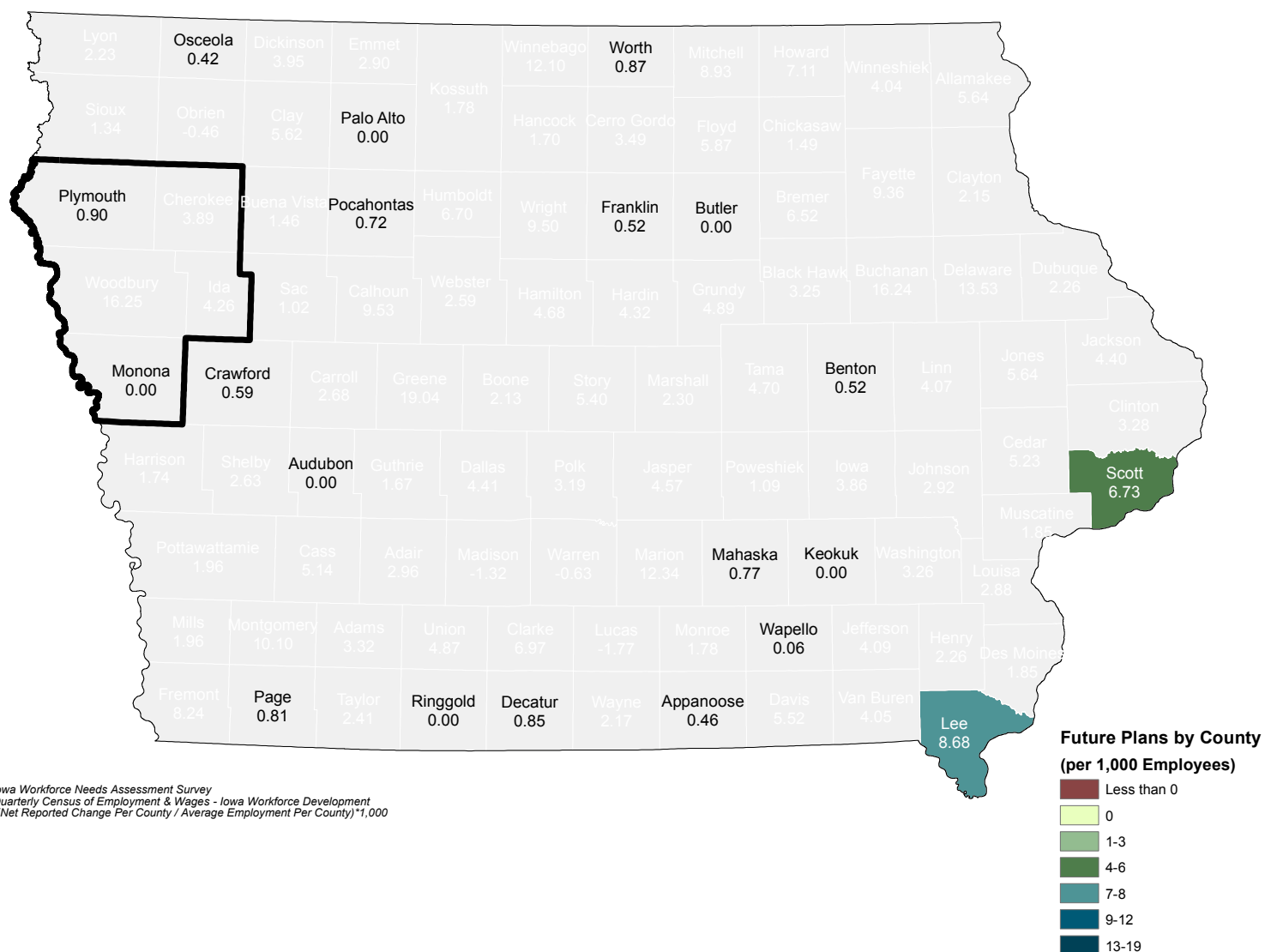
FUTURE PLANS



Employers were asked a series of questions about their plans for future payroll changes. They were asked whether they planned on increasing or decreasing the number of workers on payroll or if they planned to keep their workforce at its current strength. Questions regarding timeframe for any change, the reasons for change and jobs that would be affected by the change were also asked.

When analyzing reported workforce changes, it is important to note not only the specific reasons provided by employers but also the business and economic environment during which the employers were surveyed.

Net Planned Payroll Change by County (per 1,000 Employees)*

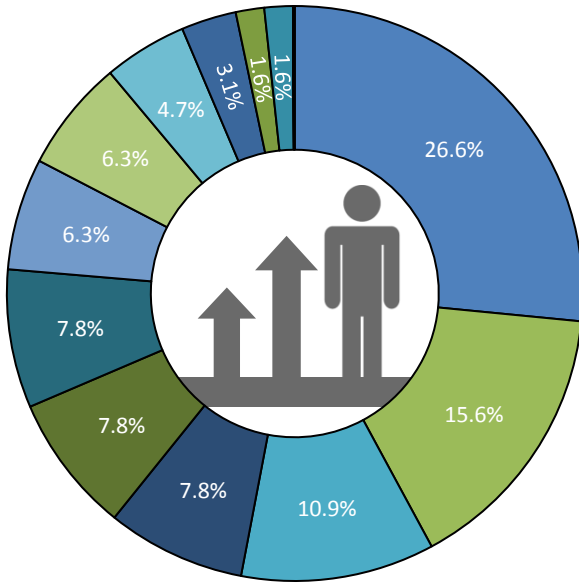


Iowa Workforce Needs Assessment Survey
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Net Reported Change Per County / Average Employment Per County)*1,000

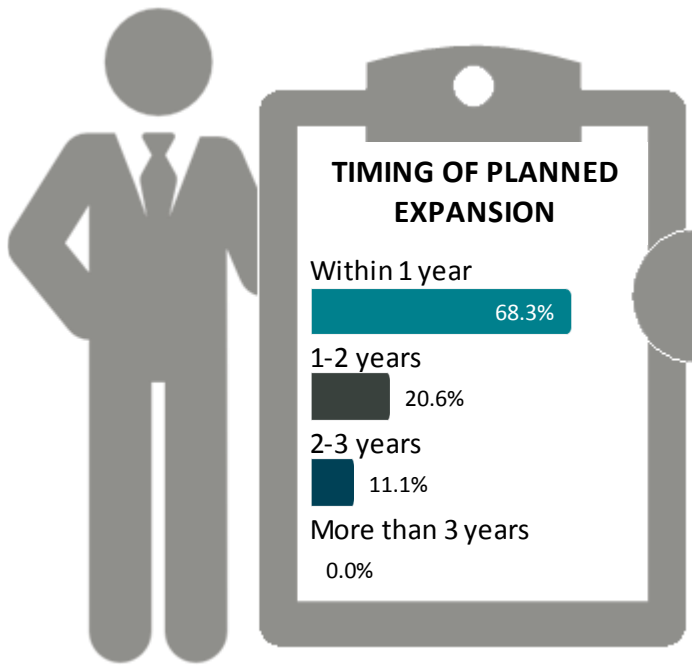


FUTURE PLANS - EXPANSION

Percent of Total Planned Expansion by Industry



- Construction - 26.6%
- Wholesale & Retail Trade - 15.6%
- Professional & Technical Services - 10.9%
- Administrative & Waste Services - 7.8%
- Manufacturing - 7.8%
- Transportation & Warehousing - 7.8%
- Finance, Insurance & Real Estate - 6.3%
- Health Care & Social Assistance - 6.3%
- Accommodation & Food Services - 4.7%
- Personal Services - 3.1%
- Educational Services - 1.6%
- Information - 1.6%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Arts, Entertainment & Recreation - 0.0%
- Management - 0.0%
- Utilities - 0.0%
- Public Administration - -0.1%



Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Construction	24.3%
Administrative & Waste Services	21.7%
Transportation & Warehousing	20.8%
Professional & Technical Services	16.7%
Manufacturing	13.2%
Information	12.5%
Finance, Insurance & Real Estate	10.8%
Educational Services	10.0%
Wholesale & Retail Trade	8.6%
Health Care & Social Assistance	6.0%
Accommodation & Food Services	5.8%
Personal Services	5.1%
Agriculture, Forestry, Fishing & Mining	0.0%
Arts, Entertainment & Recreation	0.0%
Management	0.0%
Public Administration	0.0%
Utilities	0.0%

TOP INDUSTRIAL EXPANSION



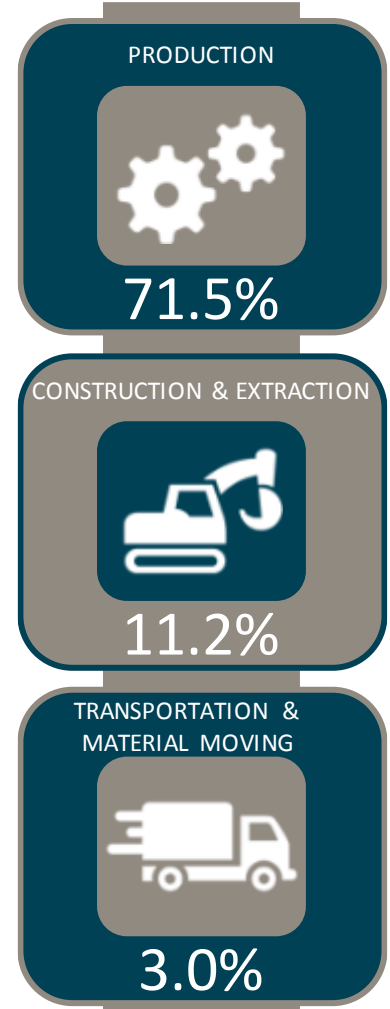


FUTURE PLANS - EXPANSION

Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Production	71.5%
Construction & Extraction	11.2%
Transportation & Material Moving	3.0%
Personal Care & Service	2.6%
Computer & Mathematical	1.6%
Installation, Maintenance & Repair	1.6%
Business & Financial Operations	1.5%
Management	1.4%
Architecture & Engineering	1.2%
Food Preparation & Serving Related	1.0%
Healthcare Practitioners & Technical	0.7%
Office & Administrative Support	0.7%
Healthcare Support	0.6%
Sales & Related	0.6%
Education, Training & Library	0.5%
Legal	0.3%
Arts, Design, Entertainment, Sports & Media	0.1%
Building & Grounds Cleaning & Maintenance	0.0%
Community & Social Service	0.0%
Farming, Fishing & Forestry	0.0%
Life, Physical & Social Science	0.0%
Protective Service	0.0%
Unknown	0.4%

TOP OCCUPATIONAL EXPANSION



Constraints Preventing Payroll Expansion Ranked by Relative Importance

Impediments to Expansion
Cost of additional labor (wages and benefits)
Lack of available skilled workforce
No desire to expand
Competition within existing markets
Expense related to benefits
Uncertainty in current market demands
Tax or regulatory issues
Limited access to capital
Barriers to entering new markets
Insufficient space at current location/inability to find appropriate new location
Planned merger/acquisition or business sale/transfer
Supply chain limitations
Don't know steps/processes needed to expand

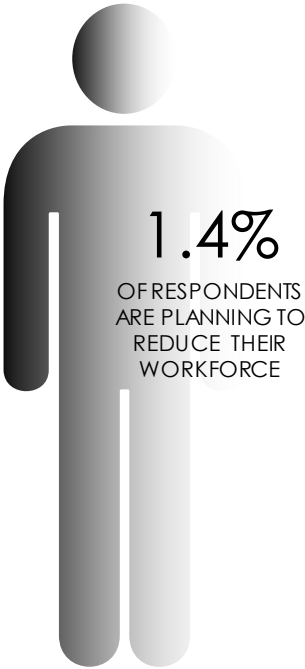
Reasons for Payroll Expansion Ranked by Relative Importance

Reasons for Expansion
Meet current market demands
Increase share of existing market
Entry into new markets
Opening a new location
Changes in tax or regulatory incentives
Reduction of overtime
Merger/acquisition
Relocation of assets to a new location
Moving specific business operations in-house
Relocation of assets to an existing location

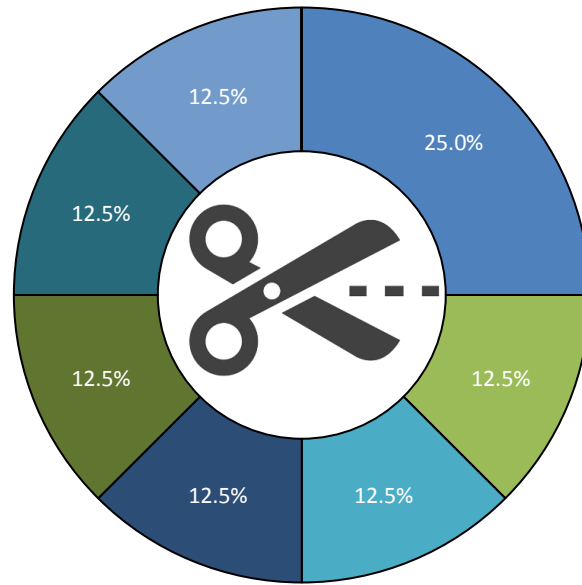




FUTURE PLANS - REDUCTION



Percent of Total Planned Reduction by Industry



- Finance, Insurance & Real Estate - 25.0%
- Accommodation & Food Services - 12.5%
- Construction - 12.5%
- Manufacturing - 12.5%
- Personal Services - 12.5%
- Transportation & Warehousing - 12.5%
- Wholesale & Retail Trade - 12.5%
- Administrative & Waste Services - 0.0%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Arts, Entertainment & Recreation - 0.0%
- Educational Services - 0.0%
- Health Care & Social Assistance - 0.0%
- Information - 0.0%
- Management - 0.0%
- Professional & Technical Services - 0.0%
- Public Administration - 0.0%
- Utilities - 0.0%

Percent within Each Industry with Planned Payroll Reduction

Industry	Percent of Each Industry
Finance, Insurance & Real Estate	5.4%
Transportation & Warehousing	4.2%
Manufacturing	2.6%
Personal Services	2.6%
Accommodation & Food Services	1.9%
Construction	1.4%
Wholesale & Retail Trade	0.9%
Administrative & Waste Services	0.0%
Agriculture, Forestry, Fishing & Mining	0.0%
Arts, Entertainment & Recreation	0.0%
Educational Services	0.0%
Health Care & Social Assistance	0.0%
Information	0.0%
Management	0.0%
Professional & Technical Services	0.0%
Public Administration	0.0%
Utilities	0.0%

Planned Payroll Reduction by Occupational Category

Occupational Category	Percent of Planned Reduction
Construction & Extraction	35.7%
Transportation & Material Moving	28.6%
Healthcare Practitioners & Technical	7.1%
Installation, Maintenance & Repair	7.1%
Management	7.1%
Production	7.1%
Sales & Related	7.1%
Architecture & Engineering	0.0%
Arts, Design, Entertainment, Sports & Media	0.0%
Building & Grounds Cleaning & Maintenance	0.0%
Business & Financial Operations	0.0%
Community & Social Service	0.0%
Computer & Mathematical	0.0%
Education, Training & Library	0.0%
Farming, Fishing & Forestry	0.0%
Food Preparation & Serving Related	0.0%
Healthcare Support	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Office & Administrative Support	0.0%
Personal Care & Service	0.0%
Protective Service	0.0%
Unknown	0.2%



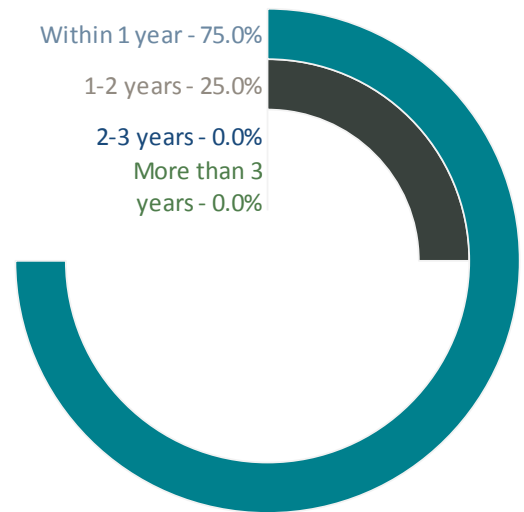


FUTURE PLANS - REDUCTION

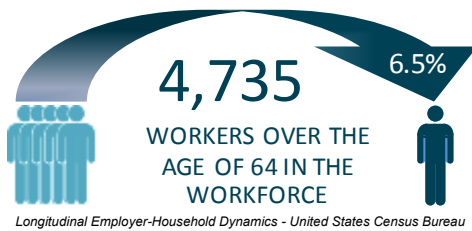
Reasons for Workforce Reduction Ranked by Relative Importance

Reasons for Reduction
Business sale or closure
Reduced profits from current operations
Expenses related to benefits
Exit from existing markets or business division closing
Reduced share of existing market
Response to reduced market demand
Changes in tax or regulatory laws
Closing an existing location
Relocation of assets to a new location
Outsourcing of specific business operations
Relocation of assets to an existing location

Timing of Planned Reduction



RETIREMENTS

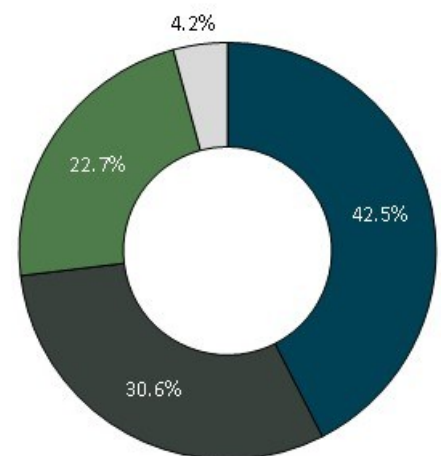


Workers Over the Age of 64 in the Workplace by Industry

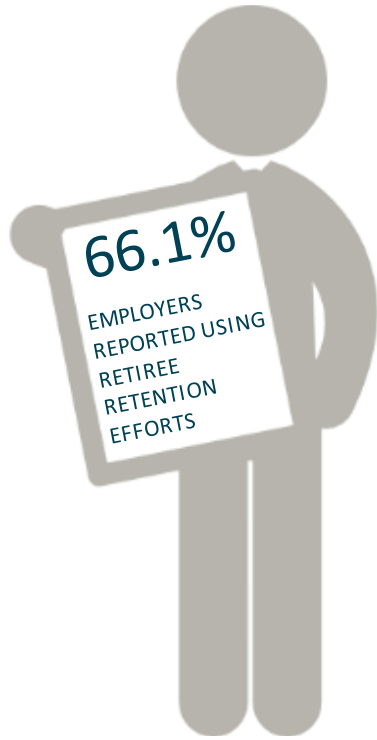
Industry	Percent of Total ⁴	Percent of Each Industry ⁴
Wholesale & Retail Trade	21.2%	7.6%
Health Care & Social Assistance	15.0%	6.2%
Educational Services	11.7%	10.5%
Manufacturing	8.8%	3.8%
Transportation & Warehousing	7.2%	9.6%
Accommodation & Food Services	5.1%	3.5%
Finance, Insurance & Real Estate	5.1%	9.4%
Public Administration	4.7%	6.7%
Construction	4.4%	5.2%
Administrative & Waste Services	4.2%	5.3%
Personal Services	3.8%	8.0%
Professional & Technical Services	2.5%	9.1%
Arts, Entertainment & Recreation	1.9%	7.1%
Agriculture, Forestry, Fishing & Mining	1.4%	10.3%
Management	1.0%	4.9%
Information	0.9%	5.6%
Utilities	0.3%	3.2%

⁴Longitudinal Employer-Household Dynamics - United States Census Bureau

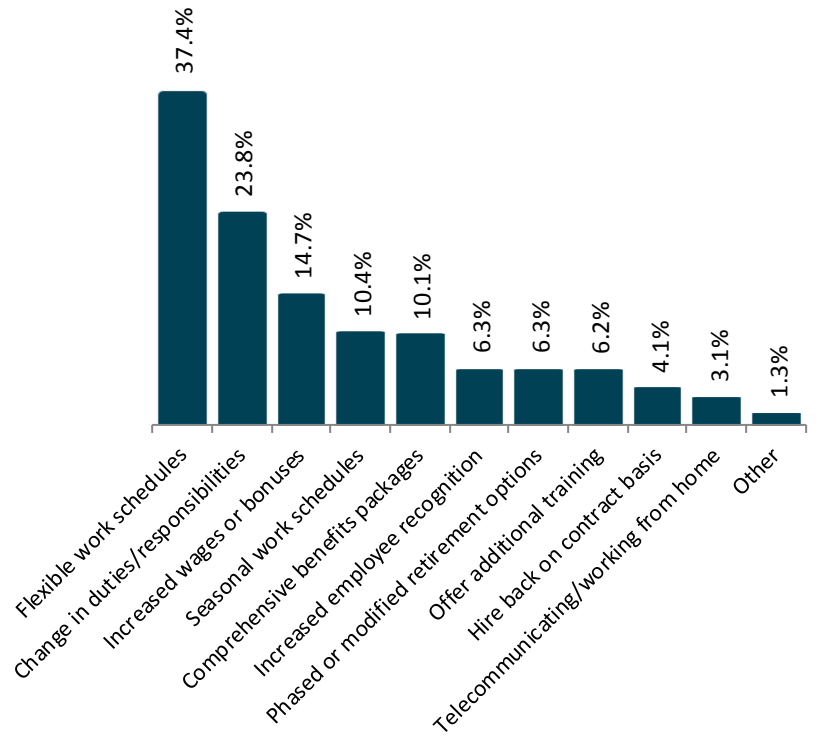
How Companies Plan to Replace Those Who Retire



- Both hire new workers and promote from within - 42.5%
- Hire new workers - 30.6%
- Not currently planning to fill these positions - 22.7%
- Promote from within the company - 4.2%



Retiree Retention Efforts by Employers





Iowa Wage Report - Iowa Workforce Development & Occupational Employment Statistics

The Iowa Wage Report, an Iowa Workforce Development program, and Occupational Employment Statistics, a Bureau of Labor Statistics program, estimate occupational employment and wages paid by employers. The wages are based on straight-time and gross pay wage estimates are updated annually using the Employment Cost Index.

The following types of pay are included in the collection of wages: base rates, commissions, cost-of-living allowances, mileage, piece rates, portal-to-portal rates and production bonuses. Also included are certain other types of pay such as: deadheading, guaranteed, hazard incentive and longevity.

The following types of pay are excluded from data collection: bonuses (attendance, holiday, stock, non-production and year-end); certain pay (back, holiday premium, jury duty, on-call, overtime, severance and weekend premium); certain allowances (clothing, tool/equipment, uniform and relocation); discounts (including merchandise discounts); draw; meal and lodging payments; prerequisites; profit-sharing payments; and shift differentials.

Definitions of terms used throughout the report:

- **Average Wage** - This is calculated by dividing the estimated total wage for an occupation or occupational category by its weighted employment.
- **Entry Wage** - This refers to the average of the lowest third of the reported wages for the occupation or occupational category.
- **Experienced Wage** - This refers to the average of the upper two-thirds of reported wages for the occupation or occupational category.

IWD, Iowa Wage Report (2018) - <https://www.iowaworkforcedevelopment.gov/iowa-wage-report>

IWD, Occupational Employment Statistics - <https://www.iowaworkforcedevelopment.gov/oes>

Bureau of Labor Statistics - Occupational Employment Statistics - <https://www.bls.gov/oes>

Iowa Workforce Development Job Bank - Iowa Workforce Development

The job order data in this report comes from Iowa Workforce Development's IowaJobs bank (www.iowajobs.org). Job orders on IowaJobs are either entered directly by IWD staff or employers on the site or brought in from one of over 1,400 indexed employer websites. The job orders pulled for this report are those that were open at any point between November 1, 2017 and October 31, 2018.

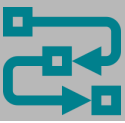
While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed from the data for the purposes of this report. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields were used to remove those that were clearly for jobs outside of Iowa.

In order to remove duplicate job postings, orders with identical job titles and employer names that were entered on the same day for the same ZIP code were identified. Of those, all duplicate postings that listed more than one opening were removed from the data. Postings that list only one opening are only removed if there are more than five duplicates (duplicates are removed until only five duplicated postings remain). The reasoning behind leaving any duplicate postings with one opening in the data is that it is possible the employer had more than one position open and they chose to make more than one posting instead of one posting with multiple openings listed.

Definitions of terms used throughout the report:

- **Total Orders** - This measure should be interpreted as the total number of job postings that were active at some point within the specified period of time (either monthly or annual). Note this is the number of job orders, so if a job order lists more than one opening, only one opening is counted. If an employer posts an order for a job, closes the order, and then opens another order for the same job in the same period of time, both of those openings will be counted, as well.

The crosswalk used to classify each job opening into a Standard Occupational Code was obtained from O*NET Online.



Local Area Unemployment Statistics - Iowa Workforce Development & Bureau of Labor Statistics

The Local Area Unemployment Statistics (LAUS) program is a federal-state cooperative effort in which monthly estimates of total employment and unemployment are prepared for approximately 7,500 areas.

These estimates are key indicators of local economic conditions. The Bureau of Labor Statistics (BLS) of the U.S. Department of Labor is responsible for the concepts, definitions, technical procedures, validation, and publication of the estimates that state workforce agencies prepare under agreement with BLS.

The concepts and definitions underlying LAUS data come from the Current Population Survey (CPS), the household survey that is the source of the national unemployment rate. State monthly model-based estimates are controlled in "real time" to sum to national monthly employment and unemployment estimates from the CPS. These models combine current and historical data from the CPS, the Current Employment Statistics (CES) survey, and state unemployment insurance (UI) systems. Estimates for seven large areas and their respective balances of state also are model-based. Estimates for counties are produced through a building-block approach known as the "Handbook method." This procedure also uses data from several sources, including the CPS, the CES program, state UI systems, and the Census Bureau's American Community Survey (ACS), to create estimates that are adjusted to the statewide measures of employment and unemployment. Estimates for cities are prepared using disaggregation techniques based on inputs from the ACS, annual population estimates, and current UI data. Benchmarking occurs each year in February and updated numbers for the current and previous years are published in March.

Iowa Workforce Development, Local Area Unemployment Statistics - <https://www.iowaworkforcedevelopment.gov/laus>
Bureau of Labor Statistics, Local Area Unemployment Statistics - <https://www.bls.gov/lau/lauov.htm>

Long-Term Industry & Occupational Projections - Iowa Workforce Development & Bureau of Labor Statistics

Long-term projections, also known as forecasts, provide detailed information on the estimated activity for each occupation, occupational category or industry in areas of employment, growth rate, total annual openings, wages, career preparation and skill requirements.

IWD, Long-Term Industry Projections (2016-2026) - <https://www.iowaworkforcedevelopment.gov/industry-projections>
IWD, Long-Term Occupational Projections (2016-2026) - <https://www.iowaworkforcedevelopment.gov/occupational-projections>

Longitudinal Employer-Household Dynamics - United States Census Bureau

The Longitudinal Employer-Household Dynamics (LEHD) program is part of the Center for Economic Studies at the U.S. Census Bureau. The LEHD program produces new, cost effective, public-use information combining federal, state and Census Bureau data on employers and employees under the Local Employment Dynamics (LED) Partnership. State and local authorities increasingly need detailed local information about their economies to make informed decisions. The LED Partnership works to fill critical data gaps and provide indicators needed by state and local authorities.

Under the LED Partnership, states agree to share Unemployment Insurance earnings data and the Quarterly Census of Employment and Wages (QCEW) data with the Census Bureau. The LEHD program combines these administrative data, additional administrative data and data from censuses and surveys. From these data, the program creates statistics on employment, earnings, and job flows at detailed levels of geography and industry and for different demographic groups. In addition, the LEHD program uses these data to create partially synthetic data on workers' residential patterns.

All 50 states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands have joined the LED Partnership, although the LEHD program is not yet producing public-use statistics for Massachusetts, Puerto Rico, or the U.S. Virgin Islands. The LEHD program staff includes geographers, programmers, and economists. Data is reprocessed every quarter to incorporate processing improvements and state resubmissions. Due to this, numbers in the report may differ slightly from numbers found on the website.

Definitions of terms used throughout the report:

- **New Hire Wage** - This is the average reported wage for newly hired workers.

United States Census Bureau, Longitudinal Employer-Household Dynamics (2017, Quarter 3) - <https://lehd.ces.census.gov>

Quarterly Census of Employment & Wages - Iowa Workforce Development & Bureau of Labor Statistics

The Quarterly Census of Employment and Wages (QCEW) program publishes a quarterly count of employment and wages reported by employers covering 98 percent of U.S. jobs, available at the county, MSA, state and national levels by industry.

IWD, Quarterly Census of Employment & Wages (2018, Quarter 1) - <https://www.iowaworkforcedevelopment.gov/qcew>
Bureau of Labor Statistics, Quarterly Census of Employment & Wages - <https://www.bls.gov/qcew>

Vacancy Rate (calculation reported per industry & occupational category)

The vacancy rate calculation reported per industry and occupational category was calculated by dividing the estimated vacancies reported (Workforce Needs Assessment Survey) by the employment within the given industry (Longitudinal Employer-Household Dynamics) or occupational category (Occupational Employment Statistics).

APPENDIX



LIST OF ALL JOB VACANCIES

The following section shows total job orders, estimated employment, annual job openings and the entry wage for each reported job title utilizing vacant job advertising (total job orders) data from Iowa Workforce Development's job bank: www.iowajobs.org. For detailed occupation definitions and information, visit O*Net (www.onetonline.org), a U.S. Department of Labor resource which provides information on the following topics for each job title:

- Abilities
- Education
- Employment - State/National
- Interests
- Job Tasks
- Job Zone
- Knowledge
- Related Occupations
- Skills
- Tools & Technology Used
- Wages - Hourly/Annually
- Work Activities
- Work Context
- Work Styles
- Work Values

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
First-Line Supervisors of Retail Sales Workers	41-1011	742	760	120	\$12.27
Retail Salespersons	41-2031	728	2,590	420	\$8.56
Heavy and Tractor-Trailer Truck Drivers	53-3032	572	2,270	310	\$14.08
Cashiers	41-2011	427	2,130	390	\$8.19
Stock Clerks and Order Fillers	43-5081	421	1,350	155	\$10.45
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	399	1,630	245	\$10.37
Registered Nurses	29-1141	381	1,820	125	\$20.49
Production Workers, All Other	51-9199	338	390	115	\$8.96
Customer Service Representatives	43-4051	295	1,210	95	\$11.61
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	262	2,540	475	\$8.35
First-Line Supervisors of Production and Operating Workers	51-1011	250	650	55	\$19.68
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	223	460	70	\$10.48
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	219	1,400	200	\$9.94
Light Truck or Delivery Services Drivers	53-3033	209	450	80	\$11.23
Food Service Managers	11-9051	207	120	20	\$13.88
Nursing Aides, Orderlies, and Attendants	31-1012	199	**	**	**
Helpers—Production Workers	51-9198	193	420	65	\$12.38
Driver/Sales Workers	53-3031	190	120	25	\$8.60
First-Line Supervisors of Office and Administrative Support Workers	43-1011	155	460	45	\$16.07
Automotive Service Technicians and Mechanics	49-3023	145	300	55	\$13.19
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	137	**	20	**
Accountants and Auditors	13-2011	124	330	50	\$18.97
Construction Laborers	47-2061	124	690	90	\$12.66
Social and Human Service Assistants	21-1093	124	200	35	\$12.24
Licensed Practical and Licensed Vocational Nurses	29-2061	121	320	35	\$16.17
Welders, Cutters, Solderers, and Brazers	51-4121	118	580	65	\$16.29
Tellers	43-3071	115	410	50	\$10.25
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	108	**	80	\$8.27
Maintenance and Repair Workers, General	49-9071	108	620	80	\$13.42
Healthcare Support Workers, All Other	31-9099	105	**	25	\$11.11
Nursing Assistants	31-1014	105	1,020	135	\$10.21
Maintenance Workers, Machinery	49-9043	97	**	10	**
Healthcare Practitioners and Technical Workers, All Other	29-9099	95	**	**	\$10.79
Chief Executives	11-1011	90	70	15	\$54.55
Security Guards	33-9032	90	420	40	\$9.42
Computer Systems Analysts	15-1121	88	60	**	\$25.57
Transportation Attendants, Except Flight Attendants	53-6061	88	**	**	**
Managers, All Other	11-9199	87	110	40	\$25.18
Sales Representatives, Services, All Other	41-3099	85	260	25	\$14.13
Pharmacy Technicians	29-2052	83	300	25	\$11.79
Merchandise Displayers and Window Trimmers	27-1026	80	**	**	\$8.55
General and Operations Managers	11-1021	76	1,070	85	\$23.18
Medical Assistants	31-9092	76	250	30	\$12.85
Medical and Health Services Managers	11-9111	73	310	25	\$25.95

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - IWD

³Iowa's Long-Term Projections - IWD

**Insufficient data to report



APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Sales and Related Workers, All Other	41-9099	72	50	45	\$12.61
Tax Preparers	13-2082	72	20	**	\$9.97
Demonstrators and Product Promoters	41-9011	70	20	10	\$8.37
Maids and Housekeeping Cleaners	37-2012	69	370	115	\$8.32
Nurse Practitioners	29-1171	69	140	**	\$39.87
Food Preparation Workers	35-2021	67	210	45	\$9.69
Medical and Clinical Laboratory Technicians	29-2012	66	**	**	**
Emergency Medical Technicians and Paramedics	29-2041	64	150	10	\$13.11
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	64	240	30	\$22.75
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	64	10	**	\$34.23
Engineers, All Other	17-2199	63	10	**	\$15.32
Industrial Truck and Tractor Operators	53-7051	61	380	45	\$12.94
Business Operations Specialists, All Other	13-1199	60	220	45	\$15.37
Receptionists and Information Clerks	43-4171	59	400	60	\$10.14
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	55	1,020	110	\$10.66
Office Clerks, General	43-9061	54	1,550	165	\$10.99
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	53	220	25	\$20.79
Computer Support Specialists	15-1041	52	**	**	**
Plant and System Operators, All Other	51-8099	50	**	**	**
Sales Managers	11-2022	50	90	10	\$34.98
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	50	710	85	\$16.96
Network and Computer Systems Administrators	15-1142	49	110	10	\$21.13
Bookkeeping, Accounting, and Auditing Clerks	43-3031	48	1,110	155	\$11.84
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	48	240	30	\$13.27
Carpenters	47-2031	47	460	70	\$14.87
Medical Records and Health Information Technicians	29-2071	47	100	10	\$12.72
Waiters and Waitresses	35-3031	46	1,500	235	\$8.33
Cooks, Restaurant	35-2014	45	690	85	\$9.67
Construction and Related Workers, All Other	47-4099	43	**	120	**
Plumbers, Pipefitters, and Steamfitters	47-2152	43	270	65	\$17.62
Shipping, Receiving, and Traffic Clerks	43-5071	43	240	25	\$11.97
Health Technologists and Technicians, All Other	29-2099	42	**	**	**
Building Cleaning Workers, All Other	37-2019	41	**	**	**
Cooks, Institution and Cafeteria	35-2012	41	210	65	\$9.86
Industrial Engineering Technicians	17-3026	41	**	**	**
Parts Salespersons	41-2022	41	210	30	\$13.01
Radiologic Technologists	29-2034	41	110	**	\$16.11
Civil Engineers	17-2051	39	40	**	\$28.45
Industrial Engineers	17-2112	39	50	**	\$27.27
Office and Administrative Support Workers, All Other	43-9199	39	20	40	\$12.43
Cement Masons and Concrete Finishers	47-2051	37	220	30	\$13.24
Medical Secretaries	43-6013	37	200	40	\$12.08
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	36	330	50	\$20.71
Landscaping and Groundskeeping Workers	37-3011	36	440	90	\$9.71
Cooling and Freezing Equipment Operators and Tenders	51-9193	35	150	25	\$15.47
Human Resources Specialists	13-1071	35	200	15	\$15.27
Home Health Aides	31-1011	34	100	55	\$12.14
Material Moving Workers, All Other	53-7199	34	**	**	**
Metal Workers and Plastic Workers, All Other	51-4199	34	**	10	**
Operating Engineers and Other Construction Equipment Operators	47-2073	34	500	60	\$17.89
Production, Planning, and Expediting Clerks	43-5061	34	140	15	\$14.66
Administrative Services Managers	11-3011	33	50	10	\$19.68

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - IWD

³Iowa's Long-Term Projections - IWD

**Insufficient data to report

APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Child, Family, and School Social Workers	21-1021	33	170	30	\$11.17
Cardiovascular Technologists and Technicians	29-2031	32	**	**	**
Physical Therapists	29-1123	32	100	**	\$27.37
Childcare Workers	39-9011	31	220	105	\$8.27
Dishwashers	35-9021	31	230	35	\$8.38
Police and Sheriff's Patrol Officers	33-3051	31	240	20	\$20.45
Securities, Commodities, and Financial Services Sales Agents	41-3031	31	150	20	\$15.35
Computer and Information Research Scientists	15-1111	30	**	**	**
Food Processing Workers, All Other	51-3099	30	30	45	\$11.29
Mechanical Engineers	17-2141	30	50	**	\$24.33
Physician Assistants	29-1071	30	40	**	\$42.59
Taxi Drivers and Chauffeurs	53-3041	30	50	15	\$9.52
Healthcare Social Workers	21-1022	28	40	10	\$20.63
Logisticians	13-1081	27	30	**	\$24.00
Speech-Language Pathologists	29-1127	26	**	**	\$20.56
Excavating and Loading Machine and Dragline Operators	53-7032	25	**	10	\$16.36
First-Line Supervisors of Non-Retail Sales Workers	41-1012	25	100	25	\$18.54
Food Servers, Nonrestaurant	35-3041	25	150	35	\$8.91
Highway Maintenance Workers	47-4051	25	130	15	\$17.97
Medical and Clinical Laboratory Technologists	29-2011	25	**	**	**
Occupational Therapists	29-1122	25	40	**	\$23.63
Cleaners of Vehicles and Equipment	53-7061	24	300	40	\$8.53
Dietitians and Nutritionists	29-1031	24	20	**	\$13.83
Mental Health and Substance Abuse Social Workers	21-1023	24	**	25	\$11.68
Physicians and Surgeons, All Other	29-1069	24	130	**	**
Chefs and Head Cooks	35-1011	23	20	**	\$13.67
Electricians	47-2111	23	420	50	\$18.25
Loan Officers	13-2072	23	210	25	\$18.09
Mental Health Counselors	21-1014	23	**	**	**
Producers and Directors	27-2012	23	30	**	\$16.78
Agricultural and Food Science Technicians	19-4011	22	70	**	\$14.14
Assemblers and Fabricators, All Other	51-2099	22	**	35	**
Executive Secretaries and Executive Administrative Assistants	43-6011	22	200	35	\$17.30
Financial Managers	11-3031	22	270	30	\$29.32
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	22	340	35	\$20.90
Pharmacists	29-1051	22	190	10	\$51.54
Architectural and Civil Drafters	17-3011	21	40	**	\$17.61
Cooks, All Other	35-2019	21	**	**	**
Electrical and Electronic Engineering Technicians	17-3023	21	**	**	**
Health Diagnosing and Treating Practitioners, All Other	29-1199	21	**	**	**
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	21	200	55	\$8.49
Aircraft Mechanics and Service Technicians	49-3011	20	50	**	\$22.49
Computer Occupations, All Other	15-1199	20	40	**	\$19.58
Construction Managers	11-9021	20	170	15	\$23.63
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	20	80	15	\$8.17
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	20	50	**	\$15.25
Insurance Sales Agents	41-3021	20	150	25	\$8.29
Interpreters and Translators	27-3091	20	**	**	**
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	20	90	15	\$18.40
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	19	50	**	\$13.13
Industrial Machinery Mechanics	49-9041	19	460	40	\$18.96
Packers and Packagers, Hand	53-7064	19	380	65	\$11.94

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APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Teacher Assistants	25-9041	19	870	80	\$18,075
Biological Technicians	19-4021	18	**	**	**
Chemical Technicians	19-4031	18	30	**	\$14.31
Construction and Building Inspectors	47-4011	18	50	**	\$22.25
Electrical Power-Line Installers and Repairers	49-9051	18	110	15	\$19.93
First-Line Supervisors of Protective Service Workers, All Other	33-1099	18	40	**	\$13.20
Hotel, Motel, and Resort Desk Clerks	43-4081	18	230	30	\$8.26
Surgical Technologists	29-2055	18	70	**	\$15.10
Automotive Body and Related Repairers	49-3021	17	120	20	\$15.08
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	17	60	10	\$13.13
Electrical Engineers	17-2071	17	10	**	\$41.60
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	17	260	20	\$14.83
Machinists	51-4041	17	110	10	\$14.40
Marketing Managers	11-2021	17	50	10	\$29.38
Operations Research Analysts	15-2031	17	**	**	**
Advertising Sales Agents	41-3011	16	100	10	\$13.47
Computer Programmers	15-1131	16	10	**	\$31.14
Cooks, Fast Food	35-2011	16	320	25	\$8.45
Engineering Technicians, Except Drafters, All Other	17-3029	16	30	**	\$21.39
Environmental Engineering Technicians	17-3025	16	**	**	**
Market Research Analysts and Marketing Specialists	13-1161	16	170	20	\$13.82
Pharmacy Aides	31-9095	16	20	**	\$10.77
Recreation Workers	39-9032	16	120	55	\$8.91
Reporters and Correspondents	27-3022	16	20	**	\$10.46
Training and Development Specialists	13-1151	16	80	10	\$15.29
Environmental Scientists and Specialists, Including Health	19-2041	15	**	**	**
Farm Equipment Mechanics and Service Technicians	49-3041	15	60	10	\$14.79
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	15	**	10	\$8.30
Industrial Production Managers	11-3051	15	140	10	\$35.25
Mechanical Drafters	17-3013	15	40	**	\$16.91
Nonfarm Animal Caretakers	39-2021	15	100	25	\$8.41
Packaging and Filling Machine Operators and Tenders	51-9111	15	270	50	\$11.65
Respiratory Therapists	29-1126	15	40	**	\$20.58
Water and Wastewater Treatment Plant and System Operators	51-8031	15	90	**	\$16.93
Civil Engineering Technicians	17-3022	14	20	**	\$22.80
Computer Specialists, All Other	15-1099	14	**	**	**
Diagnostic Medical Sonographers	29-2032	14	50	**	\$24.79
Grounds Maintenance Workers, All Other	37-3019	14	**	**	**
Human Resources Managers	11-3121	14	60	**	\$32.73
Interviewers, Except Eligibility and Loan	43-4111	14	80	10	\$12.63
Lawyers	23-1011	14	140	10	\$27.67
Management Analysts	13-1111	14	80	15	\$15.61
Order Clerks	43-4151	14	30	10	\$13.43
Personal Care Aides	39-9021	14	800	45	\$10.64
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	14	**	10	**
Transportation, Storage, and Distribution Managers	11-3071	14	50	**	\$30.60
Clinical, Counseling, and School Psychologists	19-3031	13	**	**	**
Counter and Rental Clerks	41-2021	13	140	25	\$8.34
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	13	50	15	\$12.56
Occupational Therapy Assistants	31-2011	13	**	**	**
Psychiatric Technicians	29-2053	13	**	**	**
Advertising and Promotions Managers	11-2011	12	**	**	**

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Agricultural Inspectors	45-2011	12	**	**	**
Court, Municipal, and License Clerks	43-4031	12	70	**	\$11.91
Dental Assistants	31-9091	12	160	20	\$14.23
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	12	**	35	\$13.26
Installation, Maintenance, and Repair Workers, All Other	49-9099	12	60	15	\$10.17
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	12	60	15	\$8.49
Nurse Anesthetists	29-1151	12	**	**	**
Painters, Construction and Maintenance	47-2141	12	70	15	\$12.82
Rehabilitation Counselors	21-1015	12	80	10	\$10.92
Social and Community Service Managers	11-9151	12	160	20	\$20.42
Social Workers, All Other	21-1029	12	**	**	\$24.35
Surgeons	29-1067	12	**	**	**
Bartenders	35-3011	11	410	85	\$8.24
Dispatchers, Except Police, Fire, and Ambulance	43-5032	11	60	**	\$13.02
Food Scientists and Technologists	19-1012	11	**	**	**
Helpers--Electricians	47-3013	11	10	**	\$14.83
Machine Feeders and Offbearers	53-7063	11	40	**	\$12.91
Substance Abuse and Behavioral Disorder Counselors	21-1011	11	**	10	**
Teachers and Instructors, All Other	25-3099	11	**	**	**
Bakers	51-3011	10	180	30	\$11.62
Claims Adjusters, Examiners, and Investigators	13-1031	10	70	**	\$16.76
Compliance Officers	13-1041	10	70	**	\$23.06
Family and General Practitioners	29-1062	10	180	**	\$61.03
Fitness Trainers and Aerobics Instructors	39-9031	10	90	10	\$8.93
Food Batchmakers	51-3092	10	960	50	\$13.52
Helpers, Construction Trades, All Other	47-3019	10	**	50	**
Occupational Health and Safety Specialists	29-9011	10	40	**	\$22.88
Physical Therapist Assistants	31-2021	10	50	**	\$19.31
Property, Real Estate, and Community Association Managers	11-9141	10	**	**	\$19.45
Slaughterers and Meat Packers	51-3023	10	200	40	\$8.43
Tree Trimmers and Pruners	37-3013	10	**	**	**
Amusement and Recreation Attendants	39-3091	9	50	**	\$8.12
Computer and Information Systems Managers	11-3021	9	70	**	\$35.89
Cooks, Short Order	35-2015	9	**	10	\$8.26
Counselors, All Other	21-1019	9	30	10	\$8.29
Dental Laboratory Technicians	51-9081	9	30	**	\$12.35
Environmental Engineers	17-2081	9	**	**	**
Health Educators	21-1091	9	10	**	\$16.07
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	9	**	**	**
Painting, Coating, and Decorating Workers	51-9123	9	**	**	**
Team Assemblers	51-2092	9	**	35	**
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	9	90	10	\$22.77
Transportation Workers, All Other	53-6099	9	**	**	**
Aerospace Engineering and Operations Technicians	17-3021	8	**	**	**
Broadcast News Analysts	27-3021	8	**	**	**
Bus Drivers, School or Special Client	53-3022	8	190	25	\$8.44
Chemical Plant and System Operators	51-8091	8	**	10	**
Correctional Officers and Jailers	33-3012	8	**	**	\$15.04
Drywall and Ceiling Tile Installers	47-2081	8	**	**	**
Engine and Other Machine Assemblers	51-2031	8	**	**	**
Fire Inspectors and Investigators	33-2021	8	**	**	**
Media and Communication Workers, All Other	27-3099	8	**	**	**

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Natural Sciences Managers	11-9121	8	**	**	**
Printing Press Machine Operators and Tenders	51-5023	8	**	**	**
Public Relations Specialists	27-3031	8	60	**	\$12.31
Railroad Conductors and Yardmasters	53-4031	8	**	**	**
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	8	**	10	\$23.87
Tank Car, Truck, and Ship Loaders	53-7121	8	**	**	**
Animal Control Workers	33-9011	7	**	**	**
Butchers and Meat Cutters	51-3021	7	160	20	\$10.38
Computer Network Support Specialists	15-1152	7	40	**	\$17.72
Computer Software Engineers, Applications	15-1031	7	**	**	**
Database Administrators	15-1141	7	10	**	\$22.75
Environmental Science and Protection Technicians, Including Health	19-4091	7	**	**	**
Financial Analysts	13-2051	7	40	**	\$25.61
Financial Specialists, All Other	13-2099	7	60	10	\$13.60
Firefighters	33-2011	7	140	15	\$19.25
Food Preparation and Serving Related Workers, All Other	35-9099	7	**	10	**
Gaming Supervisors	39-1011	7	**	**	**
Graphic Designers	27-1024	7	60	10	\$11.60
Instructional Coordinators	25-9031	7	30	**	\$21.57
Millwrights	49-9044	7	**	**	**
Paving, Surfacing, and Tamping Equipment Operators	47-2071	7	**	**	**
Purchasing Managers	11-3061	7	30	**	\$29.49
Roofers	47-2181	7	70	15	\$11.66
Sewing Machine Operators	51-6031	7	**	**	**
Sheet Metal Workers	47-2211	7	100	15	\$19.40
Agricultural Equipment Operators	45-2091	6	250	40	\$13.71
Agricultural Workers, All Other	45-2099	6	**	50	**
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-3011	6	**	**	**
Bus Drivers, Transit and Intercity	53-3021	6	**	15	**
Community Health Workers	21-1094	6	**	**	**
Cost Estimators	13-1051	6	80	15	\$16.74
Electronic Equipment Installers and Repairers, Motor Vehicles	49-2096	6	**	**	**
Food Cooking Machine Operators and Tenders	51-3093	6	20	**	**
Home Appliance Repairers	49-9031	6	**	**	**
Loan Interviewers and Clerks	43-4131	6	60	**	\$13.42
Locomotive Engineers	53-4011	6	**	**	**
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	6	250	35	\$11.56
Medical Equipment Preparers	31-9093	6	**	**	**
Medical Equipment Repairers	49-9062	6	30	**	\$14.39
Paralegals and Legal Assistants	23-2011	6	100	10	\$15.47
Pest Control Workers	37-2021	6	**	**	**
Statisticians	15-2041	6	**	**	**
Tool Grinders, Filers, and Sharpeners	51-4194	6	**	**	**
Wholesale and Retail Buyers, Except Farm Products	13-1022	6	**	**	**
Architectural and Engineering Managers	11-9041	5	30	**	\$40.50
Billing and Posting Clerks	43-3021	5	170	25	\$14.56
Community and Social Service Specialists, All Other	21-1099	5	30	65	\$10.42
Compensation, Benefits, and Job Analysis Specialists	13-1141	5	**	**	**
Computer User Support Specialists	15-1151	5	120	10	\$13.20
Conservation Scientists	19-1031	5	10	**	\$20.75
Data Entry Keyers	43-9021	5	40	**	\$10.56
Dentists, General	29-1021	5	60	**	\$42.41

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Dietetic Technicians	29-2051	5	30	**	\$8.31
Entertainment Attendants and Related Workers, All Other	39-3099	5	**	**	**
Information Security Analysts	15-1122	5	**	**	**
Interior Designers	27-1025	5	10	**	\$13.91
Life, Physical, and Social Science Technicians, All Other	19-4099	5	20	**	\$16.27
Medical Transcriptionists	31-9094	5	30	**	\$14.96
Mining Machine Operators, All Other	47-5049	5	**	**	**
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	5	**	**	**
Opticians, Dispensing	29-2081	5	50	**	\$13.05
Payroll and Timekeeping Clerks	43-3051	5	60	**	\$16.26
Preschool Teachers, Except Special Education	25-2011	5	**	20	\$10.03
Procurement Clerks	43-3061	5	20	**	\$15.99
Switchboard Operators, Including Answering Service	43-2011	5	**	**	\$9.82
Therapists, All Other	29-1129	5	**	**	**
Tire Repairers and Changers	49-3093	5	170	25	\$10.59
Vocational Education Teachers, Postsecondary	25-1194	5	**	**	**
Adhesive Bonding Machine Operators and Tenders	51-9191	4	**	**	**
Aircraft Launch and Recovery Officers	55-1012	4	**	**	**
Budget Analysts	13-2031	4	**	**	**
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	4	**	10	**
Crane and Tower Operators	53-7021	4	20	**	\$25.09
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	4	**	10	\$13.92
Editors	27-3041	4	20	**	\$11.88
Education Administrators, Preschool and Childcare Center/Program	11-9031	4	**	**	\$19.57
Financial Clerks, All Other	43-3099	4	**	**	\$12.71
Floral Designers	27-1023	4	20	**	\$10.75
Hairdressers, Hairstylists, and Cosmetologists	39-5012	4	170	55	\$8.67
Helpers—Installation, Maintenance, and Repair Workers	49-9098	4	**	**	**
Meter Readers, Utilities	43-5041	4	10	**	\$12.87
New Accounts Clerks	43-4141	4	**	**	\$14.61
Physical Therapist Aides	31-2022	4	**	**	**
Postal Service Mail Carriers	43-5052	4	190	10	\$17.58
Probation Officers and Correctional Treatment Specialists	21-1092	4	40	**	\$26.07
Rail-Track Laying and Maintenance Equipment Operators	47-4061	4	**	**	**
Sales Engineers	41-9031	4	**	**	**
Special Education Teachers, All Other	25-2059	4	**	**	**
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	4	**	**	**
Airfield Operations Specialists	53-2022	3	**	**	**
Atmospheric and Space Scientists	19-2021	3	**	**	**
Automotive and Watercraft Service Attendants	53-6031	3	50	**	\$10.81
Biochemists and Biophysicists	19-1021	3	**	**	**
Cargo and Freight Agents	43-5011	3	**	**	**
Clergy	21-2011	3	20	**	\$17.08
Communications Equipment Operators, All Other	43-2099	3	**	**	**
Couriers and Messengers	43-5021	3	110	**	\$8.63
Crossing Guards	33-9091	3	**	**	**
Dental Hygienists	29-2021	3	110	10	\$33.26
Directors, Religious Activities and Education	21-2021	3	20	**	\$10.17
Drafters, All Other	17-3019	3	20	**	\$17.06
Economists	19-3011	3	**	**	**
Education Administrators, Postsecondary	11-9033	3	100	10	\$22.99
Electrical and Electronics Drafters	17-3012	3	**	**	**

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Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	49-2095	3	**	**	**
Electromechanical Equipment Assemblers	51-2023	3	**	**	**
Electro-Mechanical Technicians	17-3024	3	**	**	**
Elementary School Teachers, Except Special Education	25-2021	3	970	45	\$39,509
Eligibility Interviewers, Government Programs	43-4061	3	50	**	\$20.43
Emergency Management Directors	11-9161	3	**	**	**
Explosives Workers, Ordnance Handling Experts, and Blasters	47-5031	3	**	**	**
File Clerks	43-4071	3	**	**	**
Film and Video Editors	27-4032	3	**	**	**
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	3	30	10	\$21.88
Insulation Workers, Mechanical	47-2132	3	70	**	\$14.75
Legal Secretaries	43-6012	3	**	10	\$15.05
Library Assistants, Clerical	43-4121	3	50	10	\$8.16
Mine Cutting and Channeling Machine Operators	47-5042	3	**	**	**
Nursing Instructors and Teachers, Postsecondary	25-1072	3	70	**	\$46,717
Occupational Therapy Aides	31-2012	3	**	**	**
Painters, Transportation Equipment	51-9122	3	30	**	\$14.58
Personal Care and Service Workers, All Other	39-9099	3	**	110	**
Personal Financial Advisors	13-2052	3	30	**	\$22.08
Psychiatrists	29-1066	3	**	**	**
Radio and Television Announcers	27-3011	3	20	**	\$11.61
Septic Tank Servicers and Sewer Pipe Cleaners	47-4071	3	40	**	\$13.80
Structural Iron and Steel Workers	47-2221	3	**	10	\$19.54
Title Examiners, Abstractors, and Searchers	23-2093	3	**	**	**
Ushers, Lobby Attendants, and Ticket Takers	39-3031	3	**	10	**
Word Processors and Typists	43-9022	3	10	**	\$19.05
Agricultural Engineers	17-2021	2	**	**	**
Aircraft Cargo Handling Supervisors	53-1011	2	**	**	**
Appraisers and Assessors of Real Estate	13-2021	2	20	**	\$24.30
Architects, Except Landscape and Naval	17-1011	2	30	**	**
Bill and Account Collectors	43-3011	2	**	**	\$12.94
Camera Operators, Television, Video, and Motion Picture	27-4031	2	**	**	**
Commercial Pilots	53-2012	2	30	**	\$45,350
Correspondence Clerks	43-4021	2	**	**	**
Dredge Operators	53-7031	2	**	**	**
Farm and Home Management Advisors	25-9021	2	**	**	**
First-Line Supervisors of All Other Tactical Operations Specialists	55-2013	2	**	**	**
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	2	**	15	**
Furniture Finishers	51-7021	2	**	**	**
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	2	**	**	**
Helpers--Carpenters	47-3012	2	**	10	\$11.45
Infantry Officers	55-1016	2	**	**	**
Insurance Claims and Policy Processing Clerks	43-9041	2	**	10	**
Internists, General	29-1063	2	**	**	**
Labor Relations Specialists	13-1075	2	40	**	\$8.47
Loading Machine Operators, Underground Mining	53-7033	2	**	**	**
Lodging Managers	11-9081	2	20	**	\$15.22
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	2	20	**	\$10.26
Media and Communication Equipment Workers, All Other	27-4099	2	**	**	**
Nuclear Engineers	17-2161	2	**	**	**
Occupational Health and Safety Technicians	29-9012	2	**	**	**
Ophthalmic Laboratory Technicians	51-9083	2	**	**	**

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Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	2	30	**	\$15.43
Parking Lot Attendants	53-6021	2	**	**	\$8.81
Plasterers and Stucco Masons	47-2161	2	**	**	**
Private Detectives and Investigators	33-9021	2	**	**	**
Protective Service Workers, All Other	33-9099	2	**	50	**
Pump Operators, Except Wellhead Pumps	53-7072	2	**	**	**
Radio, Cellular, and Tower Equipment Installers and Repairers	49-2021	2	**	**	**
Recreational Therapists	29-1125	2	**	**	**
Refuse and Recyclable Material Collectors	53-7081	2	**	10	\$14.20
Residential Advisors	39-9041	2	**	**	\$8.33
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	2	600	50	\$37,109
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	2	30	**	\$15.15
Service Unit Operators, Oil, Gas, and Mining	47-5013	2	**	**	**
Special Education Teachers, Kindergarten and Elementary School	25-2052	2	50	**	\$36,622
Surveyors	17-1022	2	20	**	\$20.40
Textile Bleaching and Dyeing Machine Operators and Tenders	51-6061	2	**	**	**
Transportation Security Screeners	33-9093	2	**	**	**
Veterinarians	29-1131	2	40	**	\$25.18
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	2	40	**	\$12.79
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	51-2011	1	**	**	**
Airline Pilots, Copilots, and Flight Engineers	53-2011	1	**	**	**
Anesthesiologists	29-1061	1	**	**	**
Animal Breeders	45-2021	1	**	**	**
Animal Scientists	19-1011	1	**	**	**
Athletic Trainers	29-9091	1	**	**	**
Audio and Video Equipment Technicians	27-4011	1	**	**	\$10.62
Automotive Glass Installers and Repairers	49-3022	1	**	**	**
Avionics Technicians	49-2091	1	**	**	**
Biological Science Teachers, Postsecondary	25-1042	1	30	**	**
Broadcast Technicians	27-4012	1	**	**	\$11.69
Business Teachers, Postsecondary	25-1011	1	30	**	**
Buyers and Purchasing Agents, Farm Products	13-1021	1	**	**	**
Cabinetmakers and Bench Carpenters	51-7011	1	**	**	**
Career/Technical Education Teachers, Secondary School	25-2032	1	60	**	\$45,348
Coin, Vending, and Amusement Machine Servicers and Repairers	49-9091	1	**	**	**
Commercial Divers	49-9092	1	**	**	**
Compensation and Benefits Managers	11-3111	1	**	**	**
Computer and Information Scientists, Research	15-1011	1	**	**	**
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	1	30	**	\$15.62
Computer Operators	43-9011	1	**	**	**
Control and Valve Installers and Repairers, Except Mechanical Door	49-9012	1	**	**	\$17.71
Conveyor Operators and Tenders	53-7011	1	30	10	\$13.23
Credit Analysts	13-2041	1	20	**	\$20.63
Criminal Justice and Law Enforcement Teachers, Postsecondary	25-1111	1	**	**	**
Crop and Livestock Managers	11-9011	1	**	**	**
Cutters and Trimmers, Hand	51-9031	1	**	**	**
Detectives and Criminal Investigators	33-3021	1	40	**	\$20.25
Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41-9091	1	**	**	**
Education Administrators, All Other	11-9039	1	10	**	\$25.14
Education Administrators, Elementary and Secondary School	11-9032	1	130	10	\$76,116
Educational, Guidance, School, and Vocational Counselors	21-1012	1	180	20	\$18.60
Electronics Engineers, Except Computer	17-2072	1	**	**	\$28.31

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - IWD

³Iowa's Long-Term Projections - IWD

**Insufficient data to report



APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Emergency Management Specialists	13-1061	1	**	**	**
Farm Labor Contractors	13-1074	1	**	**	**
Financial Examiners	13-2061	1	**	**	**
First-Line Supervisors of Personal Service Workers	39-1021	1	110	**	\$13.29
First-Line Supervisors of Police and Detectives	33-1012	1	50	**	\$31.71
Floor Sanders and Finishers	47-2043	1	**	**	**
Forest and Conservation Technicians	19-4093	1	20	**	\$15.42
Forest and Conservation Workers	45-4011	1	**	**	**
Gaming Change Persons and Booth Cashiers	41-2012	1	50	**	\$10.52
Gaming Dealers	39-3011	1	140	**	\$8.11
Gas Plant Operators	51-8092	1	**	**	**
Grinding and Polishing Workers, Hand	51-9022	1	**	**	**
Helpers—Pipelayers, Plumbers, Pipefitters, and Steamfitters	47-3015	1	**	**	**
Insulation Workers, Floor, Ceiling, and Wall	47-2131	1	**	**	**
Laundry and Dry-Cleaning Workers	51-6011	1	130	20	\$9.96
Locker Room, Coatroom, and Dressing Room Attendants	39-3093	1	**	**	**
Market Research Analysts	19-3021	1	**	**	**
Mechanical Engineering Technicians	17-3027	1	**	**	**
Medical Appliance Technicians	51-9082	1	**	**	**
Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members, All Other	55-3019	1	**	**	**
Military Officer Special and Tactical Operations Leaders, All Other	55-1019	1	**	**	**
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	1	**	**	**
Motor Vehicle Operators, All Other	53-3099	1	**	**	**
Network Systems and Data Communications Analysts	15-1081	1	**	**	**
Nuclear Medicine Technologists	29-2033	1	**	**	**
Office Machine Operators, Except Computer	43-9071	1	**	**	\$8.27
Optometrists	29-1041	1	20	**	\$23.91
Paper Goods Machine Setters, Operators, and Tenders	51-9196	1	**	**	**
Patternmakers, Wood	51-7032	1	**	**	**
Philosophy and Religion Teachers, Postsecondary	25-1126	1	10	**	**
Phlebotomists	31-9097	1	50	**	\$10.96
Photographers	27-4021	1	10	**	\$8.53
Pipelayers	47-2151	1	**	**	**
Public Relations and Fundraising Managers	11-2031	1	20	**	\$26.68
Rail Transportation Workers, All Other	53-4099	1	**	**	**
Real Estate Sales Agents	41-9022	1	30	**	\$10.60
Security and Fire Alarm Systems Installers	49-2098	1	**	**	**
Self-Enrichment Education Teachers	25-3021	1	80	10	\$12.16
Structural Metal Fabricators and Fitters	51-2041	1	30	**	\$13.29
Tailors, Dressmakers, and Custom Sewers	51-6052	1	**	**	**
Technical Writers	27-3042	1	**	**	**
Telemarketers	41-9041	1	**	75	**
Traffic Technicians	53-6041	1	**	**	**
Urban and Regional Planners	19-3051	1	**	**	**

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IOWA
WORKFORCE
DEVELOPMENT

Iowa Workforce Development
Labor Market Information Division
Regional Research & Analysis Bureau
1000 E. Grand Avenue
Des Moines, Iowa 50319

Phone: (515) 281-7505 | Email: Laborshed.Studies@iwd.iowa.gov
www.iowaworkforcedevelopment.gov
www.iowalmi.gov